

**C O N T E N T S**  
**MINUTES OF A REGULAR MEETING**  
**THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS**  
**SEPTEMBER 13-14, 1994**

Minutes (23990)

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**THE UNIVERSITY OF OKLAHOMA**

Report of the President of the University (23990)

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**MINUTES OF A REGULAR MEETING  
THE UNIVERSITY OF OKLAHOMA BOARD OF REGENTS  
SEPTEMBER 13-14, 1994**

A regular meeting of the Board of Regents governing The University of Oklahoma and Cameron University was called to order in the Mezzanine Room of Shepler Center on the Cameron University Campus in Lawton, Oklahoma beginning at 1:40 p.m. on Tuesday, September 13, 1994.

The following Regents were present: Regent E. Murray Gullatt, Chairman of the Board, presiding; Regents G. T. Blankenship, J. Cooper West, Stephen F. Bentley, Donald B. Halverstadt, M.D., and C. S. Lewis III.

Absent: Regent Melvin C. Hall.

Others attending all or a part of the meeting included Dr. J. R. Morris, Interim President of The University of Oklahoma, Provosts James F. Kimpel and Jay H. Stein, Vice Presidents Jerry B. Farley and Mark E. Lemons, Interim Vice Presidents Richard E. Hall and Eddie C. Smith, Mr. Fred Gipson, Chief Legal Counsel, Mr. Robert P. White, Associate Vice President for Health Policy, Ms. Beth Wilson, University Affirmative Action Officer, and Dr. Chris Purcell, Executive Secretary of the Board of Regents.

Those attending the meeting from Cameron University were Dr. Don Davis, President of the University, Provost Terral McKellips, Vice Presidents Louise Brown and Don Sullivan, and John Sterling, Controller.

Notice of the time, date, and place of this meeting was submitted to the Secretary of State, and the agenda was posted in the Office of the Board of Regents on or before 1:30 p.m. on September 12, 1994, both as required by 25 O.S. 1981, Section 301-314.

## **MINUTES**

Regent Halverstadt moved approval of the minutes of the regular meeting held on July 13-14, 1994 as printed and distributed prior to the meeting. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **THE UNIVERSITY OF OKLAHOMA**

### **REPORT OF THE PRESIDENT OF THE UNIVERSITY**

Interim President Morris reported 192 National Merit Scholars are now enrolled at The University of Oklahoma which may place OU third in the nation among public universities. This number includes 18 African American scholars and 14 Hispanic scholars. Dr. Morris said this is a great achievement and is possible due to the action of the State Legislature and the State Regents in setting aside funds for this purpose. He introduced Ms. Lisa Vaughn, Director of the National Scholars Program for the University. Ms. Vaughn told the Regents the retention rate for scholars at OU is 94% through the freshman and sophomore years and this is one of the highest retention rates in the country.

Dr. Morris called attention to the Resolution in this agenda expressing appreciation for the unique contributions and devoted service to the University and the History of Science Department of Duane H. D. Roller. He said Professor Roller was one of the most extraordinary and talented teachers on the OU campus and his contributions to the University are matched by very few individuals over the last century.

## **MINORS IN INTERDISCIPLINARY PERSPECTIVES ON THE ENVIRONMENT AND MEDIEVAL/RENAISSANCE STUDIES**

Upon the recommendation of the Academic Programs Council and College of Arts and Sciences, Senior Vice President and Provost Kimpel has approved the addition of two new interdisciplinary minors -- Interdisciplinary Perspectives on the Environment and Medieval/Renaissance Studies -- in the College of Arts and Sciences.

The minor in Interdisciplinary Perspectives on the Environment will involve the departments of Botany and Microbiology, History, History of Science, Philosophy, Political Science, and Zoology. Specifically, it will consist of 15 semester credit hours and four new courses (submitted for approval at the September Board of Regents' meeting). These new courses will be funded by a grant from the National Science Foundation/National Endowment for the Humanities/Fund for the Improvement of Post-Secondary Education (Department of Education) Leadership Opportunity in Sciences and Humanities Education. This minor, which will provide students with a blend of perspectives on the environment from the sciences and humanities, will be available in Spring 1995.

Effective with the Fall 1994 semester, the minor in Medieval/Renaissance Studies consists of 18 hours from History and Philosophy, History of the Arts, and Literature, and is intended for students who wish to gain further understanding of medieval and renaissance culture that goes beyond the traditional disciplinary parameters. The University has considerable faculty strength in Medieval/Renaissance Studies, an area with a proven record at many institutions, and the establishment of a minor in this area provides an attractive opportunity for students with an interest in achieving knowledge of medieval and renaissance culture. As the minor utilizes courses already offered in other degree programs, no additional funding will be necessary to provide this minor.

In accordance with policies of the University and the Oklahoma State Regents for Higher Education, the addition of these new minors requires no further action.

This report was presented for information and review. No action was required.

## **STUDENT CENTER SITE - HEALTH SCIENCES CENTER**

At the June, 1994 meeting, the Board of Regents approved changes to the Student Center project and authorized the administration to execute a contract with the architect. The project consists of 26,000 square feet at a cost of \$3.5 million. Construction is scheduled for March of 1995.

The administration and the architectural team of JHBR and Quinn Associates have examined several alternate locations near the center of campus and weighed the advantages and disadvantages of each site. The sites include the area between Basic Sciences and the Dental Clinical Sciences Building, an addition south of the Library, and a site within

Stanton L. Young Boulevard which would necessitate closing the street north of the Library. The optimal location is a 2-acre site on Stonewall Avenue between the Pharmacy and Nursing buildings. This site would still leave land along Stonewall for future buildings. The Student Center is a good functional fit in this "academic row" and is closest to the majority of students.

The site for the Student Center has the advantage of excellent vehicular and pedestrian access, with existing sidewalks and visitor parking on Stonewall and service vehicle access and student parking in Lot "K" at the east end of the site. The proposed site is elevated above the street for good visibility and utility services are readily available in the right-of-way of Stonewall. Since the footprint of the building is relatively small, the building will be designed to allow both horizontal and vertical expansion by adding additional stories and by expanding to the east for a future multi-story classroom building addition on the same site.

This item was presented for information only. No action was required.

## **COURSE ADDITIONS - HEALTH SCIENCES CENTER**

The Oklahoma State Regents for Higher Education require that all course modifications, additions, and deletions be presented to the institution's governing board before they are forwarded for their consideration. A list of all such course additions and deletions that have been approved by the Senior Vice President and Provost, Health Sciences Center, upon the recommendation of the cognizant departments and colleges, the Graduate College when appropriate, and the Academic Program Council was included in the agenda. In summary, this list of course changes includes four course additions to fill curricula deficiencies and respond to student interests.

Upon approval by the Board of Regents and the Oklahoma State Regents for Higher Education, these changes will take effect with the Fall 1994 term.

Interim President Morris recommended approving course additions as proposed for the Health Sciences Center Campus.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **REVISION OF COLLEGE OF DENTISTRY PROFESSIONAL PRACTICE PLAN BY-LAWS**

The College of Dentistry faculty have proposed revision of the Faculty Practice By-Laws to more accurately reflect current practice and procedures in the College. The revisions were approved by the faculty of the College of Dentistry. Items to be deleted are so noted by strike through and items to be added by underline.

### **Section III. Definition of Terms**

#### **4. PPP Earnings Potential**

~~This is the figure established by the Board of Regents of The University of Oklahoma which represents an arbitrary value placed on the individual faculty member's earning exclusive of the guaranteed base.~~ The PPP earnings potential will be at least equal to the guaranteed base.

## Section IV Operational Procedures

### 3. Disposition of Gross Collected Income

Collected income, described in the foregoing will be deposited in the official depository of The University of Oklahoma College of Dentistry Professional Practice Plan and will be disbursed ~~to the items of expense~~ in the order listed below:

- a. The first items to be paid will be dental laboratory fees and costs of precious metals and teeth, and thereafter
- b. fifty percent of monies remaining after payment of direct costs (item a.) to practitioner generating the income.\*
- b. The second item to be paid will be overhead expenses. \*
- c. the remaining monies will be retained by Faculty Practice to defray direct overhead costs, and thereafter
- c. The third item to be paid will be Federal and State taxes, Worker's Compensation and FICA of the participant. \*\*
- d. The fourth item to be paid will be the available monies as determined by the Advisory Council to the practitioner generating the income.
- d. e. On a quarterly basis, The Advisory Council will evaluate surplus funds and declare a dividend as they deem appropriate on a quarterly basis. The dividend will be disbursed in the following manner:
  - (1) ten percent (10%) of the dividend will be paid to an account under the direction of the Dean of the College of Dentistry.
  - (2) ninety percent (90%) will be disbursed to the divisions based on the percentage of income of the participants in each division since the last dividend, to pay for the various expenditures related to their functions, ~~as outlined in e. below.~~ The proportions and mechanisms of these distributions within the division will be the responsibility of the divisional head with his/her associates. Payment will be made only after authorization by the divisional chairperson.
- e. Acceptable Categories of Expenditures by Divisions of Professional Practice Plan funds include:
  - 1) Visiting consultants and lecturers at the Health Sciences Center
  - 2) Personnel recruitment

\* If overhead costs exceed 50%, then all such costs will be paid prior to distribution to the practitioners generating the income.

\*\* Faculty Practice will assume the responsibility for paying the matching funds required by FICA for that portion of the practitioner's income that is greater than his/her base salary and less than the ceiling placed by the Federal government for the Social Security Tax.

- 3) ~~Personnel training courses and attendance at professional meetings~~
- 4) ~~Laboratories, salaries, maintenance and equipment~~
- 5) ~~Office and administrative expenses~~
- 6) ~~Other expenses incurred in support of departmental teaching, research and professional care of patients~~
- 7) ~~Salary for nonfaculty personnel~~
- 8) ~~Attainment of income potential of the individual members~~
- 9) ~~Other expenditure categories as outlined in the administrative guidelines for expenditure policy.~~

EXPLANATION: Faculty Practice expenditures are governed by University policies and are not within the scope of these By-Laws.

- f. All accounts will be handled in accordance with the accounting principles, statutes and policies stated in the *Oklahoma Higher Education Code in Financial Reports for Colleges and Universities* compiled by the National Committee on Standards Reports for Institutions of Higher Education in 1935 and by the Regents of The University of Oklahoma as they apply to Practice Plan enterprises.
- g. No funds may be used directly for the benefit of any division from funds credited to some other division unless the division whose funds are to be used shall approve and the head of such division shall approve the requisition in writing.

#### 4. Initial Depository

Official depository of The University of Oklahoma Health Sciences Center.

#### 5. Billing and Collecting

These shall be conducted by the College subject to applicable University procedures.

#### 6. Practice Time

Participation in the care of patients will be accomplished in a manner that will complement the educational program. Practice activity will not exceed a calendar year average of eight hours per week during the normal work week, except as authorized by the Dean of the College.

#### 7. Termination

The Participant will notify the Faculty Practice Advisory Council, in writing, of the date the Participant will terminate his/her association with Faculty Practice.

The Practice, in conjunction with the Participant, will notify the Participant's patients, by letter, giving the patient referral or transfer information.

The Practice will retain all original charts and radiographs, however, duplicates will be furnished to the Participant upon request. Photographs and casts may be retained by the Participant.

The Participant will be provided a list of personal aged accounts receivable. All outstanding charges incurred while in Faculty Practice will be due Faculty Practice. Funds collected during the first two years after leaving Faculty Practice will be disbursed to the Participant on the percentage basis current at the time of termination. After two years, all collected funds from the Participant's account will be kept by the Practice.

In the event of termination through death, the percentage of accounts receivable due to the deceased shall be paid to the estate for two years. After two years, all collected funds from the Participant's account will be kept by the Practice.

EXPLANATION: The above article (7) has been the process followed by Faculty Practice since May 30, 1980. It needs to be formalized by adding to the By-laws.

## 7. 8. Governance of the Professional Practice Plan

### a. The Members

1) The Professional Practice Plan will be governed by the membership, normally through its Advisory Council Representatives as outlined in ~~7b~~ 8b.

2) Annually, at a time to be determined by the Advisory Council, there shall be a meeting of the full membership of the Professional Practice Plan at which time a report of the activities of the Council shall be given by ~~the officers and executive secretary~~ the chairperson. In addition, elections will be held for officers. Special meetings may be called by the Advisory Council or upon a written request signed by six members of the general membership.

EXPLANATION: Traditionally, the only report is given by the Chairperson.

### b. The Advisory Council

#### 1) Membership

The Professional Practice Plan will be managed by an Advisory Council which is responsible to the full membership of the Professional Practice Plan and which shall consist of:

- ~~a) An executive secretary who may be appointed by the Advisory Council at a salary and with duties as defined by the Advisory Council; he/she, if appointed, shall be an ex-officio member without vote.~~
- ~~b)~~ a) One member from each clinical division elected by the faculty of each division, and one member elected "at large". A division constituting more than twenty-five percent of the total participating members may elect an additional member. Each member will serve three years and can be reelected. The original members of the Advisory Council should be appointed for one, two and three year terms so that terms of the membership shall be staggered. If a position on the Advisory Council cannot be filled due to the circumstances that no participating member will allow his/her name to be submitted for election, it shall be the prerogative of the Dean of the College of Dentistry to appoint another member.

EXPLANATION: The number of participants in Faculty Practice has increased significantly while representation has remained the same. An additional member needs to be added.

#### 2) Meetings

The Advisory Council shall meet quarterly at a time and place designated by the Chairperson of the Advisory Council, or upon request of the Chairperson or three (3) members of the Advisory Council. ~~Notice of the meeting and an agenda will be distributed to each participating member at least one week prior to the meeting.~~ Advisory Council meetings are open to all participating members of the Practice Plan for discussions, but voting shall be limited to Advisory Council members.



### 3) Officers

The officers of the Advisory Council shall be a Chairperson, a Vice-Chairperson and a Secretary, ~~who shall be elected annually~~ from the members of the Advisory Council by the full membership at the annual meeting. ~~The Chairperson shall preside.~~ The Chairperson may be elected from the Advisory Council or from the membership at large, by the full membership at the annual meeting. If the Chair is elected from the general membership, he/she will serve as the "at large" member of the Council. The Chairperson shall supervise the daily functions of the Practice and preside at all meetings. The Vice-Chairperson shall serve in the Chairperson's absence. The Secretary will perform all necessary secretarial functions.

EXPLANATION: To provide for the possibility of council members not being willing to or unable to serve as Chair, and to clearly state the job duties of each officer.

### 4) Quorum and Voting

A quorum shall consist of three-fifths (3/5) of the voting members of the Advisory Council. Any official action of the Advisory Council requires a majority vote of its members present. Each member shall have one vote except for ex officio members.

### 5) Rules of Order for the Advisory Council

#### a) Agenda:

All items of business not requiring formal action by the Advisory Council, unless an objection is registered, are accepted "for information only." All items of business requiring action by the Advisory Council must be in the form of a resolution.

#### b) Procedural Motions:

*Roberts' Rules of Order* will be accepted as final authority for parliamentary procedures.

#### c) Divisional Restrictions:

Nothing contained herein shall be construed to prevent the contributing members within any division from imposing such additional restrictions as they may wish, but without conflict with the general plan.

## 8.9. Miscellaneous Provisions

### a. Policy Amendments Bylaw Amendments

This policy may be amended from time to time in any particular by:

- 1) Proposal to the Advisory Council by petition of any three (3) members, followed by
- 2) Presentation by the Advisory Council with recommendation to the full membership and requiring

- 3) Ratification by 2/3 of the full membership at an annual or special meeting subject to
- 4) Approval by the Board of Regents of The University of Oklahoma.
  - b. It is recognized that there are and should be a wide spectrum of individuals within a viable Faculty with a wide variation in contribution, interests, geographic status, longevity, financial status, and need. Because of the importance of the contributions of these individuals and their appropriate compensation, certain specific arrangements that are exceptions to the foregoing can be made only:
    - 1) With the knowledge of the respective individuals
    - 2) With the approval of the Advisory Council
    - 3) With the approval of the Dean of the College of Dentistry, and
    - 4) With the approval by the Senior Vice President and Provost, President and the Board of Regents of The University of Oklahoma when deemed necessary by the Dean.

EXPLANATION: To alleviate the Provost, et al, from the burden of approving trivial or mundane arrangements.

Interim President Morris recommended the Board of Regents approve the revisions to the College of Dentistry Professional Practice Plan By-Laws as noted above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## REVISION TO THE SITE OF PRACTICE POLICY

The current Site of Practice Policy restricts the locations in which patient care may be carried out by the full-time faculty of the College of Medicine primarily to the Oklahoma Medical Center (now named The University Hospitals) and Veterans Affairs Medical Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals in Tulsa, and University-owned or operated practice sites. Other specialized patient care activities may be located elsewhere with approval by the Board of Regents.

The policy was initiated many years ago as an attempt to maintain an enriched environment for clinical teaching and an environment with sufficient patient referrals and patient mix to insure a full range of clinical experiences for medical students and residents at the Oklahoma Medical Center (University Hospital) facilities. With the advent of managed care and cost controls there is a need to consolidate efforts, activities and programs among the entities of the Oklahoma Health Center.

A simplification of the Site of Practice Policy to include all the entities of the Oklahoma Health Center will allow flexibility for the College of Medicine to provide a broader environment for clinical teaching of medical students and residents, research that improves patient care, and greater interaction with the other colleges of the Health Sciences Center.

The proposed deletions to the policy are lined through and additions are underlined as follows:

## SITE OF PRACTICE POLICY

The purpose of the Site of Practice Policy is to concentrate ongoing patient care by the full-time faculty of the College of Medicine in those hospitals and other practice sites in which the major teaching and research programs of the College of Medicine are based. The patient care activities of the faculty are concentrated in the major teaching hospitals may occur in any of the health care entities which comprise the Oklahoma Health Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals in Tulsa, and University owned or operated practice sites which support the academic programs of the College and which can provide the technical environment necessary for modern, high-grade medical care and teaching. This is ~~done in order to maintain an enriched environment for clinical teaching in which high quality patient care is reinforced by in depth specialty expertise, to promote research that improves patient care, and to develop in these hospitals a high quality referral practice of regional and national distinction.~~

~~The primary teaching hospitals and clinics in which clinical care may be carried out by all faculty in all specialties, and in which the major teaching and research programs are based, are the Oklahoma Medical Center, the Veterans Affairs Medical Center in Oklahoma City, the Tulsa Medical Education Foundation hospitals; and University owned or operated practice sites. It is the intention of the Regents that the Oklahoma Medical Center hospital facilities will be used to the maximum.~~

~~In addition to the primary teaching hospitals, specialized patient care activities, as specifically authorized by the Regents, are conducted in those hospitals and clinics of the Oklahoma Health Center where part of the academic program is carried out, and at other sites as needed to support the teaching programs of the College. When such contracts are relevant for the Oklahoma Medical Center, they will be developed with consultation from its chief executive officer. It is anticipated that he would be in concurrence, but if not, or if he requests, his comments would be forwarded with the Provost's recommendation to the Regents.~~

With the approval of the dean, full-time faculty members shall be permitted to act in a professional capacity in specific instances not covered above. These situations shall be reported to the Regents annually. The academic program shall take precedence over other responsibilities assumed by full-time faculty members.

As a condition of employment, faculty members who are employed by the University may not render patient care on a continuing basis except in those hospitals and teaching sites specifically authorized for such continuing patient care by the Regents.

Interim President Morris recommended approval of the revisions to the Site of Practice Policy of the College of Medicine.

Provost Stein commented as follows: "Almost monthly I have the pleasure of talking about how health care is changing in a monumental fashion. The University Hospitals, Children's Hospital, and O'Donoghue are rapidly shrinking in size and the out-patient activity is also rapidly shrinking in size for a variety of reasons. In addition, we have contractual obligations which will start next July where all Medicaid, which is the major driving force fiscally for our patients both in the hospital and with our practice plan, will be going on a competitive bid and the jury is out on where we'll stand when this is done. In addition, as is happening everywhere, there is a consolidation of activities in every way possible and in support services such that it ends up bigger is less expensive and one needs many different types of possible outlets for clinical care. All this is happening while the size of our medical school classes are staying the same, even in terms of residents expanding somewhat. It is tremendously competitive and

we have over the last few years more and more turned to our colleagues at Presbyterian Hospital and also the VA and in trying to consolidate various things. For example, I believe the Oklahoma Health Center which encompasses all of the different groups in the Health Sciences Center area is the lynch pin of the whole place. I think we should have one radiology department, one anesthesia, and pathology and so on and so forth and more and more use the resources of the group as a whole. As the Board remembers, they passed last year a proposal for a neuroscience institute which I look at as a model of cooperation between the University and Presbyterian Hospital. Also a model of how by utilizing the facilities of Presbyterian we can find a better way to take care of the uninsured patients of our State because the University Hospitals do not have all the resources and all the activities necessary in order to fulfill our needs. So this is an important formalization of the fact that we are a part of the Oklahoma Health Center; that for us to survive we have to look to all of our partners to work together. This in no way is anything other than trying to enhance the activity of the University Teaching Hospitals and certainly to find better and more innovative ways to care for the indigent patients or the non-insured patients that we have to deal with."

Regent Halverstadt commented: "I think this step is a vitally important step to the University in its activities of the medical school and the other colleges on the campus. The competition for patient flow and therefore for revenues is becoming increasingly greater as time goes along and there is becoming no such thing as an indigenous population to any one hospital or set of hospitals. That being the case, our faculty have to be more competitive to remain in the position that they are now. I think this is a step in that direction and will greatly aid in helping our full-time faculty to become and remain competitive as time goes along."

Chairman Gullatt requested Provost Stein provide quarterly reports of patient distribution at University Hospitals.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **PARKING SERVICES CONTRACT WITH THE MEDICAL TECHNOLOGY AND RESEARCH AUTHORITY**

At the June meeting, the Board of Regents approved lease and management agreements between the Health Sciences Center and the Medical Technology and Research Authority (MTRA) under which the HSC employees and students will pay parking fees. In return, the Authority will improve existing parking lots, increase security, provide timely and reliable shuttle service, and construct new parking closer to work places and service locations.

Initially, the Authority will contract for services with both the University Hospitals and HSC to keep its administrative costs and parking fees as low as possible. The service contracts with the Health Sciences Center totalling approximately \$450,000 will include personnel support, accounting, shuttle, maintenance, and repair services. MTRA will establish its own administrative support structure over the next two years.

Interim President Morris recommended the Board of Regents approve a services agreement contract under which the Health Sciences Center will provide services to the Medical Technology and Research Authority in the approximate amount of \$450,000.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

**PROFESSIONAL SERVICE AGREEMENTS - HSC**

Renewal of the following agreements are proposed for the period July 1, 1994 through June 30, 1995:

College of Medicine, Department of Psychiatry and Behavioral Sciences	\$255,057
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OUHSC College of Medicine and The University Hospitals Authority	\$152,400
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College of Medicine-Tulsa, Department of Internal Medicine and The Veterans Affairs Medical Center - Muskogee	\$484,450
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College of Medicine, Department of Radiological Sciences and Veterans Affairs Medical Center	\$1,247,957
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New - College of Medicine, Department of Obstetrics and Gynecology and Mercy Health Center	\$125,000
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Mercy Health Center and the University seek to provide additional educational and research experiences for their attending physicians, resident physicians, medical and other students and staff. The purpose of this agreement is to provide perinatal consultative services at Mercy Health Center. The term of this contract is from July 1, 1994 through June 30, 1999. The contract has been reviewed by Legal Counsel. Funds will be deposited and expended through account R0000073-Ob/Gyn PPP Collections.

New - College of Medicine, Department of Radiological Sciences and Department of Veterans Affairs Medical Center	\$261,500
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Exchange of Usage - Radiological Sciences will jointly secure cost of a teleradiology picture archiving computer system with joint usage, title, control and disposition. This teleradiology picture archiving computer system will allow residents and medical students access to new technology in the area of teleradiology medicine. The term of the contract is from July 1, 1994 through June 30, 1995. The contract has been reviewed by Legal Counsel.

New - College of Medicine, Department of Psychiatry and Behavioral Sciences and Oklahoma Mental Health, L.L.C.	\$160,000
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Recognizing and utilizing the unique opportunity for medical education made available in private behavioral health settings, the University will enter into an arrangement whereby the University will provide physician, resident and other behavioral health professional coverage to the Oklahoma Mental Health, L.L.C. The term of the contract is from July 1, 1994 through June 30, 1995. The contract is being reviewed by Legal Counsel. Funds will be deposited and expended through account R0000080 Department of Psychiatry.

Interim President Morris recommended the Board of Regents approve the professional service agreements for the Health Sciences Center as set forth above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **STATUS REPORT - OU ASSOCIATES - 1993-94**

A report was given by the Assistant Vice President and Director of Development, Donna Murphy. During 1993-94, the OU Associates Program generated \$1,335,245, an increase of \$80,000 in cash received over 1992-93. In addition, \$53,038 in matching gift monies is still outstanding from matching gift companies for Associates' gifts made during 1993-94.

Current participants total 1,477, of which 323 are new participants in 1993-94. The net increase of 1,477 represents an increase of 97 over last year.

The net growth is significant for a number of reasons:

- First, it reversed the decrease in actual gifts received that had occurred the previous two years.
- It reflected growth in participation at every level.
- The Associates Second Century Endowment increased by \$114,400 to \$1,155,651.84. There also is \$96,136 in earnings available in the endowment.
- Unrestricted gifts rose to \$975,000, up \$100,000 from 1992-93.

The Associates Program has gained additional structure and accountability as a result of the formation of the Associates Council in May 1992. The addition of an assistant director and secretary for the Associates Program has resulted in a higher level of contacts and more systematic and thorough record-keeping and review. In addition, the program now has baseline statistics and an organized structure for identifying and tracking prospects.

This was reported for information only. No action was required.

## **AMENDMENTS TO THE ASSOCIATES PROGRAM**

The Associates' Program is the University's principal source of unrestricted enrichment funds dedicated to academic purposes. The President manages and administers the distribution of the unrestricted Associates' funds to accomplish the goals of the University, to address important needs, and to take advantage of special opportunities that will benefit the academic mission of the University.

It is proposed that the following amendments be approved for the Associates' program. The amendments are recommended by the Executive Committee of the Associates' Council. It is proposed that:

1. Young Associates be allowed to designate one-half of their annual gift (minimum \$500.00) to a college, school, department or academic program of the donor's choice. Currently, donors at all other annual levels may restrict one-half.

2. Life Associates who contribute \$15,000 and Endowed Associates who contribute \$25,000 to the Associates' Endowment be allowed to specify that one-half of the annual earnings from the gift go to a college, school, department or academic program of the donor's choice.

Interim President Morris recommended the Board of Regents approve the amendments to Regents' policy regarding the Associates' Program.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## REGENTS' ALUMNI AWARDS

Regents' Alumni Awards are given each year to honor up to 10 individuals, either alumni or friends of The University of Oklahoma, who have given generously of their time and services to the University. Donors who provide financial support in addition to giving generously of their time and talent will not be eliminated. However, this is not an award based solely on monetary contributions. Special attention is given to alumni who have continued their active support after recent graduation.

Nominations are submitted by alumni, friends, and employees of the University. Selection of the recipients is made by a committee appointed by the President of the OU Alumni Association. The Committee is composed of three alumni, one faculty member, one staff member, and one student.

Recipients are honored each year at a luncheon preceding a home football game. The award presentations are scheduled this year for October 29 and will be presented by the Chairman of the Board of Regents. Recipients will receive a plaque and their names will be placed on a large replica of the plaque in the Oklahoma Memorial Union.

Interim President Morris reported the committee has met and selected the following individuals:

Jackie S. Brantley - Del Mar, California  
Gail Ann Mitchell Donovan - Brooklyn, New York  
Archie W. Dunham - Houston, Texas  
Christopher D. Fling - Houston, Texas  
Brian T. Hermanson - Ponca City, Oklahoma  
James E. Hunt - Dallas, Texas  
Sue Ann Hyde - Oklahoma City, Oklahoma  
Harold G. Powell - Norman, Oklahoma  
John R. Reid - Naperville, Illinois  
Larry R. Wade - Elk City, Oklahoma

Interim President Morris recommended the Board of Regents confirm the Regents' Alumni Awards for 1994 as shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **BACHELOR OF SCIENCE IN ENVIRONMENTAL ENGINEERING**

Upon the recommendation of the College of Engineering, Academic Programs Council, and the Senior Vice President and Provost, Norman Campus, it is proposed that the Board of Regents approve forwarding a request to the Oklahoma State Regents for Higher Education to institute a new undergraduate degree program in Environmental Engineering, with implementation contingent on State Regents' approval.

The Bachelor of Science in Environmental Engineering will provide coursework and training for students who wish to specialize and prepare themselves for a career dealing with complex environmental regulations and societal demands. With the 1970 National Environmental Pollution Act, legislation and societal needs have demanded increasing numbers of environmental engineers, and compliance deadlines of the Clean Air Act have necessitated engineers trained in air pollution control and management.

Student demand for a degree program in environmental engineering is evidenced by the dramatic increase in enrollments in the College of Engineering's basic engineering degree program with environmental emphasis. Specifically, this emphasis area has grown from one student in 1988 to more than 30 students in 1994, and many of these basic engineering students are expected to change to this new degree program when it is instituted. Rather than specializing during their senior year through professional electives, students in the new degree program will focus on environmental topics across the entire curriculum, thus acquiring greater expertise than is available in the emphasis area alone. As a result, with this new degree program, the College of Engineering will review the environmental engineering emphasis area of the basic engineering degree to determine its viability and prospects for continuation.

The Bachelor of Science in Environmental Engineering will require a total of 133 credit hours, with a minimum 42 hours of basic engineering courses and 18 hours of technical electives to be selected from areas of emphasis in Air Pollution Control Engineering, Water and Waste-water Engineering, Solid and Hazardous Wastes Engineering, and Environmental and Occupational Health Engineering. Because faculty, library, and physical resources already support the environmental emphasis area of the basic engineering degree program, no new costs are associated with implementing this new degree program.

Interim President Morris recommended the Board of Regents approve a new undergraduate degree program in Environmental Engineering.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **RESOLUTION - DUANE H. D. ROLLER**

Interim President Morris recommended approval of the following Resolution:

WHEREAS, Duane H. D. Roller, as David Ross Boyd Professor of the History of Science and Curator of the History of Science Collections, devoted almost forty years of his life to The University of Oklahoma, in a career characterized by the highest degree of excellence in teaching, research, and service;



WHEREAS, through his intelligence, professional expertise, and tireless efforts, he brought great international distinction to the University in building one of the world's most important special collections in the history of science—and one of the University's greatest treasures;

WHEREAS, as a gifted teacher and scholar, he inspired and influenced generations of students, founded and developed the Department of the History of Science, and served as an esteemed and beloved colleague to scholars both here and throughout the world;

NOW THEREFORE BE IT RESOLVED that the Regents of The University of Oklahoma convey to his widow, Marjorie, and his son, Duane, their great appreciation and highest regard for the unique contributions and devoted service so generously given by Duane H. D. Roller, and express to them their deepest sympathy and fondest wishes. Duane Roller will forever remain one of the most significant persons in the history of this University.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## COURSE CHANGES - NORMAN CAMPUS

The Oklahoma State Regents for Higher Education require that all course modifications, additions, and deletions be presented to the institution's governing board before they are forwarded for their consideration. To facilitate a timely review, the State Regents now review course requests on an on-going basis. The requests have been approved by the Senior Vice President and Provost, Norman Campus, upon the recommendation of the cognizant departments and colleges, the Graduate Council when appropriate, and the Academic Programs Council. If approved by the Board of Regents and Oklahoma State Regents for Higher Education, these course changes will take effect in the Spring 1995 semester. A complete listing was included in the agenda.

In summary, this list of course changes includes:

- 43 Course Modifications, including changes of course title or course number, credit level or credit hours, designator, prerequisite, crosslisting or slashlisting, content, or course description. The 15 Psychology course changes reflect the department's comprehensive modification of its course numbering system, with graduate course numbers modified in 1993. Also, the 20 College of Fine Arts course modifications are required to meet the National Association of Schools of Art and Design guidelines for accreditation purposes.
- 36 Course Additions, to meet core requirements, create prerequisite or capstone courses, respond to student interests, and create courses more contemporary in design in response to demands of an ever-changing world that students enter upon graduation. The six College of Architecture courses are to add a required undergraduate education capstone course and refine and simplify the existing Environmental Design studio sequence. Once the new courses are implemented, the College of Architecture will submit a request to delete approximately five courses. As with the modifications, the 10 College of Fine Arts course additions are required to meet the National Association of Schools of Art and Design guidelines for accreditation purposes. The three History courses were offered previously as open topics, i.e., seminar-type courses with a flexible format, and upon approval will be offered under a standardized number. These additions

also include four courses supporting the new minor in Interdisciplinary Perspectives on the Environment and five courses supporting the major in Film and Video Studies that was approved by the State Regents in January 1994.

At their June 10 meeting, the Oklahoma State Regents for Higher Education approved the University's request submitted May 1 for 72 course deletions; 135 course modifications; and 117 course additions, effective Fall 1994. If approved, these 43 course modifications and 36 course additions will bring the total number of course changes approved for 1994-95 to 72 course deletions; 178 course modifications; and 153 course additions. In 1993-94, the University deleted 156 courses, modified 169, and added 118.

Interim President Morris recommended approving course modifications and additions as proposed.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## ANNUAL PURCHASE OF NEWSPRINT FOR JOURNALISM PRESS

Bids were circulated for an annual contract to furnish approximately 260 tons of newsprint to be used in the printing of the *Oklahoma Daily Newspaper* and related publications through June 30, 1995.

The prices bid are subject to quarterly escalation/de-escalation in accordance with the producer commodity price index beginning on October 1, 1994 with a 60-day advance written notice of any price change.

This purchase will be made from the Journalism Press account 134-7316.

The following bids were received:

Champion International Corporation  
Dallas, Texas

Recycled Offset Newsprint, 40" wide	\$484.73/short ton
Estimated Annual Purchase Amount	\$126,029.00

Abitibi-Price  
Dallas, Texas

Recycled Offset Newsprint, 40" wide	\$497.12/short ton
Estimated Annual Purchase Amount	\$129,251.00

The low bid of Champion International is fully responsive to the specifications.

Interim President Morris recommended the Board of Regents approve the award of a purchase order to Champion International Corporation for the purchase of recycled offset newsprint for the Fiscal Year 1994-95 in the estimated amount of \$126,029.00.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **NORMAN CAMPUS TELECOMMUNICATIONS SYSTEM**

At the meeting in April 1994, the Board of Regents engaged the services of Western Telecommunications Consulting, Inc. to perform a complete review of the Request for Proposal for the Telecommunications System and the process used to evaluate the responses. As a result of their review, the consultants have recommended that assurances about the performance of the Northern Telecom Meridian Option 81 switch be provided directly by Northern Telecom (NT). The assurances have been provided by NT in writing and have been reviewed by the consultants.

Regent Halverstadt moved the Board meet in executive session for the purpose of discussing litigation in this matter. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

The executive session began at 2:40 p.m. in the small conference room adjoining the Mezzanine Room. Participating in the executive session were Mr. Fred Gipson and Mr. Phillip Beidelman, the consultant.

The meeting reconvened in regular session in the Mezzanine Room at 2:56 p.m. No action was necessary as a result of the executive session.

## **OKLAHOMA MEMORIAL STADIUM TURF REPLACEMENT**

At the November 1993 meeting of the Board of Regents, the Board authorized the Athletic Director to proceed with the preparation of plans for replacing the worn artificial turf playing surface at the Oklahoma Memorial Stadium with a natural grass turf. At the same meeting, a modification to the existing contract with Hellmuth Obata and Kassabaum, Inc. Sports Facilities Group (HOK) was authorized for that firm to provide the necessary professional services for the design of the natural grass field and the preparation of the necessary plans and specifications for the project.

Bids were received for the project March 22, 1994 and a contract in the amount of \$392,368 was awarded to the firm of Randall and Blake, Inc. (RBI) for the installation of the new natural grass playing surface.

Beginning on July 7, 1994, RBI began installing the new Tifway 419 bermuda sod on the playing field, and completed the installation July 9, 1994. Since that time, the field has undergone a rigorous fertilization and maintenance program to help the new sod develop the necessary root growth required to establish the field and make it usable for football games. Included in this program has been a systematic watering program using the newly-installed irrigation system, core aerification of the field to help promote root development and other procedures.

A substantial completion inspection of the project was held August 15, 1994, with representatives of RBI, HOK and the University, including representatives of the Athletic Department, Architectural and Engineering Services and Physical Plant, in attendance. The results of the inspection indicated that the project was substantially complete. A punch list of remedial work was developed and given to RBI for correction. It is recommended that the Board of Regents accept the Oklahoma Memorial Stadium Turf Replacement project as substantially complete and authorize that the final payment be made to RBI following the completion of all punch list work.

The 1994 home football season begins with the Texas Tech University contest which is to be held on September 17, 1994.

Interim President Morris recommended the Board of Regents (1) accept the Oklahoma Memorial Stadium Turf Replacement project as substantially complete and (2) authorize that the final payment be made to Randall and Blake, Inc. following the completion of all punch list items

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **WEITZENHOFFER THEATRE SOUND SYSTEM AND THEATRICAL LIGHTING**

In December of 1993, the Board of Regents accepted the Fine Arts Center Studio Theatre Renovation project as substantially complete and named it the "Weitzenhoffer Theatre" in honor of Max Weitzenhoffer and in recognition of his financial support for the project and his many accomplishments and achievements as a producer and director. The Theater was dedicated in a formal ceremony held on April 22, 1994.

Funds for the purchase of a sound system and theatrical lighting were not included in the budget for the renovation project. In order to fully equip the new theater, professional audio equipment is needed, including a 24-channel control board, two 400-watt amplifiers, a digital audio tape system, two reel-to-reel recorders/players, two compact disc recorders/players, two audio tape players, and miscellaneous speakers, body microphones, and microphones with stands. The estimated cost of this sound equipment is \$30,000.

Also, theatrical lighting equipment, including a dimmer bank, a phase balanced rack control module, a dual dimmer module, an encore control console, and miscellaneous hardware, connectors, cables, jacks and spotlights, is required for performances in the new theater. The estimated cost of this lighting equipment is \$70,000.

It is proposed to use \$100,000 of Fiscal Year 1994-95 Section 13 and New College Funds for these purposes.

Interim President Morris recommended the Board of Regents approve the use of \$100,000 of Section 13 and New College Funds to purchase professional audio and lighting equipment to be used in the new Weitzenhoffer Theatre located in the Fine Arts Center.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **SANITARY SEWER EASEMENT AT UNIVERSITY RESEARCH PARK**

In preparation for the construction of the Interstate 35 interchange at Tecumseh Road, the City of Norman is required by the Oklahoma Department of Transportation to relocate certain City utilities. The City of Norman has requested an easement from the University to relocate an 8-inch sanitary sewer main across University property at the far northwest corner of the University Research Park. The proposed easement is 15 feet in width and overlays a 60-foot-wide roadway easement which existed prior to the University's acquisition of the property. A sketch indicating the location of the proposed easement was included in the agenda.

Upon approval by the Board of Regents, the easement will be legally described as follows:

The East 15 feet of the West 137.30 feet of the Southwest Quarter (SW/4) of the Northeast Quarter (NE/4) of Section 14, Township 9 North, Range 3 West of the Indian Meridian, Cleveland County, Oklahoma, containing 0.46 acres more or less.

The development of the Tecumseh Road interchange is important to the long term development of the University Research Park and will provide a valuable transportation link between the property and Interstate 35.

Interim President Morris recommended the Board of Regents approve a utility easement for the City of Norman which will allow the construction of a new sanitary sewer main on property at the University Research Park and authorize the President or his designee to execute the necessary documents.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## REPORT OF ASSOCIATES AND ACADEMIC EXCELLENCE COMMITMENTS

### ASSOCIATES FUNDS:

Following is the commitment of funds of The University of Oklahoma Associates for the period April 1 through June 30, 1994:

Academic and Research Support	\$ 34,085
Instructional Equipment Program	109,176
Scholarships (return of scholarship funds from 7 students)	(425)
SummerWind Arts Festival support	34,552
Minority Student Awards	3,250
Associates Administrative Fund	92,783
Total	<u>\$273,421</u>

The following are expenditures of Associates funds that were restricted by donors to the various colleges on the Norman Campus for the same period of time:

#### COLLEGE OF ARCHITECTURE

Faculty Development	\$ 55
Student Support	300
Convocation Medallions	994
Board of Visitors Reception	826
Total	<u>\$2,175</u>

#### COLLEGE OF ARTS AND SCIENCES

Faculty Development	\$ 400
Student Support	1,000
Instructional Research Equipment	25,000
Total	<u>\$26,400</u>

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COLLEGE OF BUSINESS ADMINISTRATION

Faculty Development	\$74,120
Instructional Video	270
Transferred to other Foundation Funds per Donor Requests	6,600
Student Scholarships	<u>7,250</u>
Total	<u>\$88,240</u>

COLLEGE OF EDUCATION

No expenditures to report this quarter

COLLEGE OF ENGINEERING

Faculty Seminars	\$ 128
Printing Expenses	722
Transfer to Endowed Accounts	<u>7,644</u>
Total	<u>\$8,494</u>

COLLEGE OF FINE ARTS

Artists	\$2,400
Matching Grant Support	<u>1,139</u>
Total	<u>\$3,539</u>

COLLEGE OF GEOSCIENCES

Recruiting Expenses	<u>\$17,156</u>
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GRADUATE COLLEGE

No expenditures to report this quarter.

COLLEGE OF LAW

Faculty Development	\$ 680
Student Support	5,913
Affirmative Action Activities	1,629
Enrichment Program	1,651
Academic and Research Support	20
Alumni Development	125
Jurist-in-Residence	4,745
Miscellaneous	<u>948</u>
Total	<u>\$15,711</u>

COLLEGE OF LIBERAL STUDIES

Faculty Awards (2)	<u>\$1,000</u>
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LIBRARY

Library materials-Western History Collection	\$ 981
Transfers to Other Foundation Accounts	<u>5,162</u>
Total	<u>\$6,143</u>

MUSEUM OF ART

File Cabinets for Registrar's permanent collection records	<u>\$475</u>
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EXECUTIVE AFFAIRS

No expenditures to report this quarter

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STUDENT AFFAIRS

No expenditures to report this quarter

UNIVERSITY AFFAIRS

Scholarships

\$36,695

ACADEMIC EXCELLENCE FUND:

Following is the commitment of funds of The University of Oklahoma Academic Excellence Fund for the period April 1 through June 30, 1994:

Academic and Research Support	\$300,014
School of Music performance at the Meyerson Symphony Center	13,909
1994 Regents' Superior Staff Awards (2)	<u>2,000</u>
Total	<u>\$315,923</u>

This report was presented for information. No action was required.

REGENTS' FUND INVESTMENTS

During the month ended June 30, 1994, the investment transactions listed below were made based upon investment recommendations provided by J. & W. Seligman & Co. These transactions were for the purpose of selling the balance of the UST holding with the proceeds being used to add to the current Seligman Henderson International Fund holding.

Purchases: Existing Holding

8,200 Shares	Seligman Henderson International Fund
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Sales:

5,500 Shares	UST, Inc.
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The Seligman Henderson International Fund is an international capital appreciation fund which invests in attractively priced stocks of medium to large-sized companies with above-average growth potential, healthy balance sheets, and strong management. The objective of the fund is capital appreciation by identifying and investing in the securities of non-U.S. companies selected for their growth prospects.

The allocation of resources within the fund following these investment transactions was in line with the Regents' investment policy. The schedule presenting the status of the Regents' Fund Consolidated Investment Fund as of June 30, 1994 was included in the agenda.

The Seligman recommendations were approved and these transactions have been completed.

This report was presented for information. No action was required.

## QUARTERLY REPORT OF PURCHASES

Regents' policy authorizes the President or his designee to approve purchases for \$100,000 or less when a low responsive bid is accepted and other purchases for \$75,000 or less. The Board of Regents is provided a quarterly report of these purchases approved by the President or his designee between the old and new levels requiring Board action.

Reports covering the period April 1, 1994 through June 30, 1994 for the Norman Campus and the Health Sciences Center were included in the agenda.

This report was presented for information. No action was required.

## ACADEMIC PERSONNEL ACTIONS

### Norman Campus:

#### Leaves of Absence:

Sara Baker, Assistant Professor of Psychology, leave of absence without pay, August 16, 1994 through May 15, 1995. To serve as a Visiting Assistant Professor at Indiana University. No previous leave has been taken.

Patricia L. Eidson, Associate Professor of Interior Design, sick leave of absence with pay, August 16, 1994 through November 15, 1994.

James R. Estes, Professor of Botany and Microbiology and Curator of Bebb Herbarium, leave of absence without pay extended, July 1, 1994 through October 17, 1994. To continue serving as Visiting Scientist and Director of Research Collections and Biotic Surveys and Inventories Program at the National Science Foundation. Previous leave: leave of absence without pay, November 15, 1993 through June 30, 1994.

Joanna E. Rapf, Associate Professor of English, leave of absence without pay, August 16, 1994 through May 15, 1995. To serve as a Visiting Associate Professor at Dartmouth College. Previous leave: leave of absence without pay, August 16, 1990 through May 15, 1991.

Ze'ev Reches, Kerr-McGee Centennial Professor of Geology and Geophysics, leave of absence without pay, September 1, 1994 through May 15, 1995. Personal reasons having to do with family in Israel. Will teach while on leave at Hebrew University while in Israel. Previous leave: leave of absence without pay, January 16, 1994 through May 15, 1994.

Vijay Sethi, Associate Professor of Management, leave of absence without pay, August 16, 1994 through May 15, 1995. Returning to India to care for ailing father.

#### Appointments or Reappointments:

Alice M. Klement, J.D., Visiting McMahon Centennial Professor of Journalism and Mass Communication, annual rate of \$60,000 for 9 months (\$6,666.67 per month), August 16, 1994 through May 15, 1995. Paid from 122-7256, Journalism and Mass Communication, pos. 701.60.

Robert L. Jones, reappointed Director of Urban Design and Professor of Architecture, annual rate of \$35,192 for 12 months (\$2,932.67 per month), .75 time, July 1, 1994 through June 30, 1995. Paid from 122-7303, UCT-Architecture, pos. 701.63.



Charles R. Dunbar, reappointed Clinical Associate Professor of Social Work, annual rate of \$41,108 for 12 months (\$3,425.66 per month), July 1, 1994 through June 30, 1995. Paid from 122-7288, Social Work, pos. 10.60.

Randall Lee Kolar, Ph.D., Assistant Professor of Civil Engineering and Environmental Science, annual rate of \$47,000 for 9 months (\$5,222.22 per month), August 16, 1995 through May 15, 1996. Paid from 122-7222, Civil Engineering and Material Science, pos. 10.60, and 122-7422 Civil Engineering and Materials Science Research, pos. 10.63.

\*Jerry Bread, reappointed Acting Assistant Professor of Educational Leadership and Policy Studies and Project Director, FINE and American Indian Teacher Corps, annual rate of \$43,050 for 12 months (\$3,587.50 per month), July 1, 1994 through June 30, 1995. Paid from 125-6191, American Indian Teacher Corps, pos. 905.63, and 122-7344, Educational Leadership and Policy Studies, pos. 701.60.

Irene Eugenie Karpiak, Ph.D., Assistant Professor of Educational Leadership and Policy Studies, annual rate of \$35,000 for 9 months (\$3,888.88 per month), January 1, 1995 through May 15, 1995. Paid from 122-7344, Educational Leadership and Policy Studies, pos. 16.60.

Debra Reed, Visiting Assistant Professor of Finance, annual rate of \$60,000 for 9 months (\$6,666.66 per month), August 16, 1994 through December 31, 1994. Paid from 122-7213, Business Administration Instruction, pos. 706.60.

\*Dezhang Lin, reappointed Visiting Assistant Professor of Petroleum and Geological Engineering, salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month), full time, to annual rate of \$21,000 for 12 months (\$1,750.00 per month), .50 time, August 16, 1994 through January 31, 1995. Paid from 195-6386, NSF Center, pos. 905.63.

William Audas, reappointed Instructor in Business Administration and Director, J. C. Penney Leadership Center, salary remains at annual rate of \$49,176 for 12 months (\$4,098.00 per month), .75 time, July 1, 1994 through June 30, 1995. Paid from 122-7213, Business Administration Instruction, pos. 703.60.

Dorothy J. Smith, Petroleum Geologist, Oklahoma Geological Survey, annual rate of \$9,576 for 12 months (\$798.00 per month), .30 time, August 15, 1994 through June 30, 1995. Paid from 362-7120, Oklahoma Geological Survey Research, pos. 750.65.

Louisa J. Hampton, reappointed Geologist III, Oklahoma Geological Survey, salary remains at annual rate of \$10,750 for 12 months (\$895.83 per month), .25 time, July 1, 1994 through December 31, 1994. Paid from 362-7120, Oklahoma Geological Survey Research, pos. 751.65.

\*Raymon L. Brown, reappointed Geophysicist, Oklahoma Geological Survey, salary remains at annual rate of \$63,926 for 12 months (\$5,327.17 per month), July 1, 1994 through June 30, 1995. Paid from 125-6812, Using Seismic Velocity, pos. 905.63; 362-7120, Oklahoma Geological Survey Research, pos. 701.63; and 125-6884, Gypsy Field Project, pos. 905.65.

\*Stuart M. Cannon, reappointed Research Associate, Oklahoma Biological Survey, salary changed from annual rate of \$49,440 for 12 months (\$4,120.00 per month) to annual rate of \$51,912 for 12 months (\$4,326.00 per month), July 15, 1994 through July 14, 1995. Paid from 125-6086, IPA-Cannon, pos. 905.65.

\*Thaddeus J. Keefe III, reappointed Research Associate, Oklahoma Biological Survey, salary changed from annual rate of \$49,440 for 12 months (\$4,120.00 per month) to annual rate of \$51,912 for 12 months (\$4,326.00 per month), July 1, 1994 through June 30, 1995. Paid from 125-6308, IPA-Thad Keefe, pos. 905.65.

\*Keith D. Harris, reappointed Research Associate, Oklahoma Biological Survey, salary changed from annual rate of \$39,500 for 12 months (\$3,291.66 per month) to annual rate of \$41,475 for 12 months (\$3,456.25 per month), July 1, 1994 through June 30, 1995. Paid from 125-6557, IPA Assignment - K. Harris, pos. 905.65.

\*Jean T. Lee, reappointed Visiting Research Associate, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$37,464.96 per month (\$3,121.96 per month), .50 time, to annual rate of \$39,337 for 12 months (\$3,278.08 per month), .50 time, July 1, 1994 through January 31, 1995. Paid from 125-6985, Center for Analysis and Prediction of Storms - FAA, pos. 906.65.

\*Edwin Tucker, reappointed Senior Research Associate and Adjunct Professor of Chemistry and Biochemistry, salary remains at annual rate of \$47,100 for 12 months (\$3,925.00 per month), June 1, 1994 through August 31, 1994. Paid from 125-4008, Drinking and Wastewater Cleanup, pos. 905.65; 122-7421, Chemistry and Biochemistry Research, pos. 703.63, and 122-7221, Chemistry and Biochemistry, pos. 925.60.

\*Erik Rasmussen, reappointed Research Associate, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$43,500 for 9 months (\$3,625.00 per month) to annual rate of \$47,806 for 9 months (\$3,983.87 per month), July 1, 1994 through December 31, 1994. Paid from 125-6960, CIMMS Task II, pos. 905.65.

\*Milton Bishop, reappointed Senior Research Associate, School of Petroleum and Geological Engineering, salary remains at annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 1, 1994 through September 30, 1994. Paid from 125-6333, Fracturing Fluid Character, pos. 905.65.

\*Alan Shapiro, reappointed Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$38,717 for 12 months (\$3,226.41 per month) to annual rate of \$40,653 for 12 months (\$3,387.75 per month), July 1, 1994 through January 31, 1995. Paid from 125-6923, CAPS Model Development, pos. 905.65.

\*Vincent Wong, reappointed Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$49,729 for 12 months (\$4,144.05 per month) to annual rate of \$51,718 for 12 months (\$4,309.83 per month), July 1, 1994 through January 31, 1995. Paid from 125-6923, CAPS Model Development, pos. 905.65.

\*Ming Xue, reappointed Senior Research Scientist, Center for Analysis and Prediction of Storms, salary changed from annual rate of \$41,000 for 12 months (\$3,416.66 per month) to annual rate of \$43,050 for 12 months (\$3,587.50 per month), July 1, 1994 through January 31, 1995. Paid from 125-6923, CAPS, pos. 905.65.

\*Yefim Kogan, reappointed Research Scientist, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$55,553 for 12 months (\$4,629.40 per month) to annual rate of \$58,330 for 12 months (\$4,860.87 per month), July 1, 1994 through January 31, 1995. Paid from 125-6562, CIMMS Task I, pos. 905.65.

\*Qin Xu, reappointed Research Scientist, Center for Analysis and Prediction of Storms and Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$56,000 for 12 months (\$4,666.67 per month) to annual rate of \$59,360 for 12 months (\$4,946.67 per month), July 1, 1994 through June 30, 1995. Paid from 125-67562, CIMMS Task I; 125-5857, CAPS; and 125-6928, Theoretical Studies of Cold Air Damming, pos. 905.65.

\*John V. Cortinas, Jr., reappointed Postdoctoral Fellow, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$33,000 for 12 months (\$2,750.00 per month) to annual rate of \$41,580 for 12 months (\$3,465.00 per month), July 1, 1994 through December 31, 1994. Paid from 125-6562, CIMMS Task I, pos. 905.65.

\*Paid from grant funds; subject to availability of funds

## Changes:

Eve Bannet, Professor and Chair of English; given additional title Professor of Women's Studies; beginning date of appointment changed from July 1, 1994 to August 1, 1994.

Samir Barman, Associate Professor of Management; given additional title College of Business Administration Alumni Council Fellow, salary temporarily changed from annual rate of \$52,745 for 9 months (\$5,860.55 per month) to annual rate of \$56,745 for 9 months (\$6,305.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 106.60.

Paul B. Bell, Jr., Professor of Zoology; reappointed Associate Provost for Undergraduate Education and Programs and Acting Registrar, salary continued at the annual rate of \$69,062 for 12 months (\$5,755.17 per month), includes \$966.44 per month administrative stipend, July 1, 1994 through October 31, 1994. Paid from 122-7297, Zoology, pos. 8.60; 122-7497, Zoology Research, pos. 8.63; and 122-7384, Provost's Office, pos. 703.63.

Michael Buckley, Associate Professor of Management; given additional title O. L. Ted Taylor Research Fellow, salary temporarily changed from annual rate of \$68,402 for 9 months (\$7,600.22 per month) to annual rate of \$72,402 for 9 months (\$8,044.66 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 117.60.

Harold W. Conner, Associate Professor of Architecture and of Construction Science and Director of Construction Science, salary changed from annual rate of \$48,566 for 9 months (\$5,396.22 per month) to annual rate of \$49,066 for 9 months (\$5,451.78 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 21.60; 122-7379, Architecture Dean, pos. 6.63; and 122-7403, Architecture Research, pos. 21.63. Includes administrative stipend of \$3,500 for additional responsibilities as Director.

Kenneth C. Crawford, Director, Oklahoma Climatological Survey, and Professor of Meteorology, salary changed from annual rate of \$86,226 for 12 months (\$7,185.50 per month) to annual rate of \$87,115 for 12 months (\$7,259.58 per month), July 1, 1994 through June 30, 1995. Paid from 122-7487, Oklahoma Climatological Survey, pos. 1.63, and 122-7265, Meteorology, pos. 3.60. Budget correction due to faculty promotion.

Robert C. Davis, Associate Professor of English, salary changed from annual rate of \$41,975 for 9 months (\$4,663.89 per month) to annual rate of \$48,000 for 9 months (\$5,333.33 per month), August 16, 1994. Paid from 122-7234, English, pos. 3.60, and 122-7434, English Research, pos. 3.63. Counteroffer.

Joel K. Dietrich, Associate Professor and Director of Architecture, salary changed from annual rate of \$44,997 for 9 months (\$4,999.67 per month) to annual rate of \$49,997 for 9 months (\$5,555.22 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 4.60; 122-7379, Architecture Dean, pos. 9.63; and 122-7403, Architecture Research, pos. 4.63. Includes \$5,000 administrative stipend for additional responsibilities as Director.

Kelvin K. Droegemeier, Associate Professor of Meteorology and Director, Center for Analysis and Prediction of Storms; salary changed from annual rate of \$46,000 for 9 months (\$5,111.11 per month) to annual rate of \$58,000 for 9 months (\$6,444.44 per month), July 1, 1994. Paid from 125-6923, CAPS Model Development, pos. 911.63; 122-7265, Meteorology, pos. 8.60; and 122-7414, Center for Analysis and Prediction of Storms, pos. 1.63. Counteroffer.

Glenn Dryhurst, George Lynn Cross Research Professor and Chair of Chemistry and Biochemistry, salary changed from annual rate of \$95,806 for 12 months (\$7,983.83 per month) to annual rate of \$78,387 for 9 months (\$8,709.67 per month), August 16, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7221, Chemistry and Biochemistry, pos. 15.60, and 122-7421, Chemistry and Biochemistry Research, pos. 15.63.

Gary Emery, Associate Professor of Finance; title Director of Finance, deleted; salary changed from annual rate of \$88,916 for 12 months (\$7,409.66 per month) to annual rate of \$72,749 for 9 months (\$8,083.22 per month), August 16, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7213, Business Administration Instruction, pos. 83.60.

Gustav W. Friedrich, Professor of Communication; given additional title Faculty Administrative Fellow, Provost's Office, August 16, 1994 through May 15, 1995.

Dipankar Ghosh, Assistant Professor of Accounting; given additional title Fred E. Brown Dean's Research Fellow; salary temporarily changed from annual rate of \$63,522 for 9 months (\$7,058.00 per month) to annual rate of \$67,522 for 9 months (\$7,502.44 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 22.60.

Ronald R. Hassig, Professor of Anthropology; given additional title Interim Chair of Anthropology, salary changed from annual rate of \$55,236 for 9 months (\$6,137.33 per month) to annual rate of \$72,511 for 12 months (\$6,042.58 per month), July 1, 1994 through June 30, 1995. Changed from 9-month to 12-month faculty. Paid from 122-7202, Anthropology, pos. 3.60, and 122-7402, Anthropology Research, pos. 3.63. Includes administrative \$5,000 stipend while serving as Interim Chair.

Mary Margaret Holt, Professor and Chair, Department of Dance, and Associate Dean, College of Fine Arts; salary changed from annual rate of \$67,111 for 12 months (\$5,592.58 per month) to annual rate of \$68,000 for 12 months (\$5,666.67 per month), July 1, 1994. Paid from 122-7022, Department of Dance, pos. 2.60, and 122-7380, College of Fine Arts Dean's Office, pos. 2.63. Budget correction due to faculty promotion.

Michael J. Jordan, Professor of Architecture and Associate Dean for Academic Affairs, College of Architecture, salary changed from annual rate of \$51,080 for 9 months (\$5,675.56 per month) to annual rate of \$56,580 for 9 months (\$6,286.67 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 11.60; 122-7379, Architecture Dean, pos. 5.63; and 122-7403, Architecture Research, pos. 11.63. Includes administrative stipend of \$5,500 for additional responsibilities as Associate Dean.

Michael C. Knapp, Associate Professor of Accounting; given additional title William W. Talley II Teaching Fellow; salary temporarily changed from annual rate of \$69,274 for 9 months (\$7,697.11 per month) to annual rate of \$77,274 for 9 months (\$8,586.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, and 122-7413, Business Administration Instruction Research, pos. 8.60.

Jae Ha Lee, Assistant Professor of Finance; given additional title Fred E. Brown Dean's Teaching Fellow; salary temporarily changed from annual rate of \$65,893 for 9 months (\$7,321.44 per month) to annual rate of \$69,893 for 9 months (\$7,765.88 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 92.60.

Stephan Lewandowsky, Associate Professor of Psychology, salary changed from annual rate of \$38,832 for 9 months (\$4,314.67 per month) to annual rate of \$43,500 for 9 months (\$4,833.33 per month), August 16, 1994. Paid from 122-7283, Psychology, pos. 20.60, and 122-7483, Psychology Research, pos. 20.63. Counteroffer.

Scott Linn, Associate Professor of Finance; given additional title Horace B. Brown Research Fellow; salary temporarily changed from annual rate of \$74,815 for 9 months (\$8,312.77 per month) to annual rate of \$78,815 for 9 months (\$8,757.22 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 91.60.

Donald J. Maletz, Associate Professor of Political Science; title Chair of Political Science, deleted, July 1, 1994.

Richard S. Marshment, Professor of Architecture and Director of Regional and City Planning and of Landscape Architecture, salary changed from annual rate of \$47,431 for 9 months (\$5,270.11 per month) to annual rate of \$50,931 for 9 months (\$5,659.00 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 35.60; 122-7379, Architecture Dean, pos. 8.63; and 122-7403, Architecture Research, pos. 35.63. Includes administrative stipend of \$3,500 for additional responsibilities as Director.

Larry Michaelson, Professor of Management; given additional title Milt and Carlene Laird Teaching Fellow; salary temporarily changed from annual rate of \$66,000 for 9 months (\$7,333.33 per month) to annual rate of \$70,000 for 9 months (\$7,777.77 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 112.60.

James W. Mouser, Associate Professor of Business Law; given additional title College of Business Administration Alumni Council Teaching Fellow; salary temporarily changed from annual rate of \$45,000 for 9 months (\$5,000.00 per month) to annual rate of \$49,000 for 9 months (\$5,444.44 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 36.60.

Nandkumar Nayar, Associate Professor of Finance; given additional title Milt and Carlene Laird Research Fellow; salary temporarily changed from annual rate of \$67,689 for 9 months (\$7,521.00 per month) to annual rate of \$71,689 for 9 months (\$7,965.44 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 82.60.

Jerry R. Parkinson, Professor of Law and Associate Dean, College of Law, salary changed from annual rate of \$81,000 for 12 months (\$6,750.00 per month) to annual rate of \$89,389 for 12 months (\$7,449.08 per month), July 1, 1994. Paid from 272-7003, Law Center Administration, pos. 2.63, and 272-7201, College of Law, pos. 2.60. Budget correction due to faculty promotion.

Ronald M. Peters, Director, Carl Albert Congressional Research and Studies Center, Curator, Carl Albert Congressional Archives, and Professor of Political Science; given additional title Chair of Political Science, July 1, 1994 through June 30, 1998; salary changed from annual rate of \$72,147 for 12 months (\$6,012.25 per month) to annual rate of \$95,000 for 12 months (\$7,916.67 per month), July 1, 1994. Paid from 122-7433, Carl Albert Center Research, pos. 1.63, and 122-7243, Political Science, pos. 7.60.

Nim Razook, Associate Professor of Business Strategy and Legal Studies; title Director of Business Strategy and Legal Studies, deleted; salary changed from annual rate of \$56,222 for 12 months (\$4,685.16 per month) to annual rate of \$46,000 for 9 months (\$5,111.11 per month), August 16, 1994. Changed from 12-month to 9-month faculty. Paid from 122-7213, Business Administration Instruction, pos. 38.60.

Ulrich Reimann-Phillip, Visiting Assistant Professor of Botany and Microbiology, salary changed from annual rate of \$38,000 for 12 months (\$3,166.67 per month) to annual rate of \$42,367 for 12 months (\$3,530.55 per month), June 1, 1994 through May 31, 1995. Paid from 125-6851, Insect Resistance in Corn, pos. 906.65. Increase is due to additional responsibilities in providing training to others in the laboratory.

Jerlene A. Reynolds, Associate Professor and Director of Interior Design, salary changed from annual rate of \$41,042 for 9 months (\$4,560.22 per month) to annual rate of \$44,542 for 9 months (\$4,949.11 per month), August 16, 1994 through May 15, 1995. Paid from 122-7203, Architecture, pos. 31.60; 122-7379, Architecture Administration, pos. 7.63; and 122-7403, Architecture Research, pos. 31.63. Salary includes administrative stipend of \$3,500 for responsibilities as Director of Interior Design.

Drew Schuler, Assistant Professor of Marketing; given additional title Amoco Teaching Fellow; salary temporarily changed from annual rate of \$54,348 for 9 months (\$6,038.66 per month) to annual rate of \$58,348 for 9 months (\$6,483.11 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 144.60.

Daniel C. Snell, Professor of History; given additional title Faculty Administrative Fellow, Provost's Office, August 16, 1994 through May 15, 1995.

Duane Stock, Professor of Finance; given additional title Director of Finance; salary changed from annual rate of \$73,123 for 9 months (\$8,124.77 per month) to annual rate of \$89,373 for 12 months (\$7,447.75 per month), August 16, 1994; changed from 9-month to 12-month faculty; salary temporarily changed to annual rate of \$91,373 for 12 months (\$7,847.75 per month), August 16, 1994 through January 15, 1995. Temporary increase - \$2,000 stipend for directorship duties associated with the Center for Financial Studies. Paid from 122-7213, Business Administration Instruction, pos. 90.60.

Bedford M. Vestal, Associate Professor of Zoology; given additional title Interim Dean, College of Liberal Studies, salary changed from annual rate of \$37,089 for 9 months (\$4,121.00 per month) to annual rate of \$67,452 for 12 months (\$5,621.00 per month), September 1, 1994. Changed from 9-month to 12-month faculty. Includes administrative stipend of \$1,500 while serving as Interim Dean. Paid from 122-7297, Zoology, pos. 16.60; 122-7497, Zoology Research, pos. 16.63; and 122-7382, Liberal Studies Dean, pos. 1.63.

Linda L. Wallace, Professor of Botany and Microbiology; given additional title Faculty Administrative Fellow, Provost's Office, August 16, 1994 through May 15, 1995.

William Weitzel, Professor of Management; given additional title Horace B. Brown Teaching Fellow; salary temporarily changed from annual rate of \$65,297 for 9 months (\$7,255.22 per month) to annual rate of \$69,297 for 9 months (\$7,699.66 per month), August 16, 1994 through May 15, 1995. Paid from 122-7213, Business Administration Instruction, pos. 109.60.

Deeann L. Wenk, Assistant Professor of Sociology, salary changed from annual rate of \$31,417 for 9 months (\$3,490.78 per month) to annual rate of \$36,417 for 9 months (\$4,046.33 per month), August 16, 1994 through May 15, 1995. Paid from 122-7289, Sociology, pos. 1.60, and 122-7489, Sociology Research, pos. 1.63. Retention agreement.

#### Resignations and/or Terminations:

Ghazanfer A. Bozai, Assistant Professor of Construction Science, August 16, 1994.

Kenneth Fridley, Assistant Professor of Civil Engineering and Environmental Science, August 14, 1994.

Elizabeth Gunn, Assistant Professor of Political Science, August 14, 1994.

Constance Hardesty, Assistant Professor of Sociology and of Women's Studies, July 31, 1994.

Sabir S. Khan, Assistant Professor of Architecture, August 16, 1994.

James Sluss, Assistant Professor of Electrical Engineering, August 15, 1994.

#### Retirement:

John K. Stephens, Professor of Economics, September 1, 1994; named Professor Emeritus of Economics.

**Health Sciences Center:****Leave of Absence:**

Jon C. Calvert, Professor of Family Medicine, Tulsa, leave of absence without pay extended, July 1, 1994 through June 30, 1995. Continuing with education. Last leave taken - leave of absence without pay, July 1, 1993 through June 30, 1994.

**Appointments or Reappointments:**

Steve M. Blevins, M.D., Assistant Professor of Medicine, annual rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 1994 through June 30, 1995. Paid from A0000074, PPP Medicine, pos. 146160.

Mario Daniel Gonzalez, M.D., Assistant Professor of Medicine, annual rate of \$75,000 for 12 months (\$6,250.00 per month), July 1, 1994 through June 30, 1995. Paid from 22719420, Department of Medicine-General Internal; B0531001, University Hospital Reimbursement; and D0319000, Medicine Operational, pos. 136185.

Masoor Kamalesh, M.D., Assistant Professor of Medicine, annual rate of \$75,000 for 12 months (\$6,250.00 per month), August 1, 1994 through June 30, 1995. Paid from D0319000, Medicine Operational, pos. 136180.

Linda Lucio, M.D., Assistant Professor of Medicine, annual rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 1994 through June 30, 1995. Paid from A0000074, PPP Medicine, pos. 148161.

Jordan Patrick Metcalf, M.D., Assistant Professor of Medicine, annual rate of \$65,000 for 12 months (\$5,416.67 per month), July 1, 1994 through June 30, 1995. Paid from D0319000, Medicine Operational, pos. 149349.

Elise R. Wiesner, M.D., Assistant Professor of Medicine, annual rate of \$55,000 for 12 months (\$4,583.33 per month), August 1, 1994 through June 30, 1994. Paid from A0000074, PPP Medicine, pos. 146102.

Teresa Smiley, Assistant Professor of Nursing, annual rate of \$42,000 for 12 months (\$3,500.00 per month), July 1, 1994 through June 30, 1995. Paid from 20069540, College of Nursing, pos. 070000.

Kevin Stewart Smith, D.D.S., Clinical Assistant Professor of Oral and Maxillofacial Surgery, Colleges of Dentistry and Medicine, annual rate of \$50,000 for 12 months (\$4,166.67 per month), September 1, 1994 through June 30, 1995. Paid from 1035-3, Oral Surgery, and A0000382, PPP Surgery (Oral Surgery), pos. 031000.

David Carlton Teague, M.D., Assistant Professor of Orthopaedic Surgery and Rehabilitation, annual rate of \$70,000 for 12 months (\$5,833.33 per month), August 15, 1994 through June 30, 1995. Paid from A0000077, PPP Orthopaedic Surgery, pos. 158750.

Daniel John Morton, Ph.D., Assistant Professor of Pediatrics, annual rate of \$47,000 for 12 months (\$3,916.66 per month), July 1, 1994 through June 30, 1995. Paid from A0000079, PPP Pediatrics, pos. 173585.

Joni Beck, Pharm.D., Clinical Assistant Professor of Pharmacy, annual rate of \$47,000 for 12 months (\$3,916.67 per month), July 1, 1994 through June 30, 1995. Paid from C8110001, Visiting Scientist Review and Lecture Series, pos. 293620.

Yvette Morrison, Pharm.D., Clinical Assistant Professor of Pharmacy, FTE: \$73,000; annual rate of \$49,000 for 12 months (\$4,083.33 per month); PPP: \$24,500, July 1, 1994 through June 30, 1995. Paid from 30309570, Pharmacy, pos. 293100.

James J. Laskin, Ph.D., Adjunct Assistant Professor of Physical Therapy, annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 1, 1994 through June 30, 1995. Paid from 2722-6, Physical Therapy, and C6321401, Provide Hospital with Therapy Assistance, pos. 238100.

Clifford Eric Howell, M.D., Assistant Professor of Surgery, annual rate of \$50,000 for 12 months (\$4,166.66 per month), July 1, 1994 through June 30, 1995. Paid from A0000682, PPP Surgery (Thoracic Surgery), pos. 207600.

Donna Jackson, Clinical Instructor in Pediatrics, annual rate of \$14,000 for 12 months (\$1,166.66 per month), .36 time, August 1, 1994 through June 30, 1995. Paid from A0005579, House-staff Education Fund, pos. 173680.

Naveed Siddique, Clinical Instructor in Pediatrics, annual rate of \$14,000 for 12 months (\$1,166.66 per month), .36 time, August 1, 1994 through June 30, 1995. Paid from A0005579, Housestaff Education Fund, pos. 173685.

Robert Wiley, Clinical Instructor in Pediatrics, annual rate of \$14,000 for 12 months (\$1,166.66 per month), .36 time, August 1, 1994 through June 30, 1995. Paid from A0005579, Housestaff Education Fund, pos. 164033.

Janet Weigel, Research Associate in Biochemistry and Molecular Biology, annual rate of \$55,000 for 12 months (\$4,583.33 per month), October 1, 1994 through June 30, 1995. Exception to Nepotism Policy. Paid from 21029500, Biochemistry, pos. 098055.

#### Changes:

Kurt D. Bottles, title changed from Instructor in Medicine to Postdoctoral Research Fellow in Medicine, July 1, 1994.

H. Dix Christensen, Associate Professor of Pharmacology, College of Medicine and College of Dentistry; Adjunct Associate Professor of Obstetrics and Gynecology, of Psychiatry and Behavioral Sciences, and of Medicine; given additional title Associate Professor of Pharmacodynamics-Toxicology, College of Pharmacy, July 1, 1994.

Mark R. Cox, Assistant Professor of Occupational and Environmental Health; changed from tenure track faculty to full-time temporary faculty, July 1, 1994 through January 27, 1995.

Daniel J. Culkin, Professor and Chair of Urology; appointed Professor of Urology with tenure, June 1, 1994.

Roy L. DeHart, Professor of Family Medicine; title changed from Acting Chair to Chair of Family Medicine; salary changed from annual rate of \$83,415 for 12 months (\$6,951.25 per month) to annual rate of \$115,000 for 12 months (\$9,583.33 per month), July 1, 1994. Paid from 2218-2, Family Medicine, pos. 180000.

John W. Gastorf, title changed from Associate Professor to Clinical Associate Professor of Family Medicine, Tulsa, salary changed from annual rate of \$55,135 for 12 months (\$4,594.58 per month), full time, to annual rate of \$12,000 for 12 months (\$1,000.00 per month), .20 time, July 12, 1994 through June 30, 1995. Paid from 28-39450, Family Medicine, Tulsa, pos. 248630.

Michael S. Gilmore, Associate Professor of Ophthalmology and of Microbiology and Immunology, salary changed from annual rate of \$74,345 for 12 months (\$6,195.42 per month) to annual rate of \$70,000 for 12 months (\$5,833.33 per month), July 1, 1994. Budget correction. Paid from C1134605, Streptococcus Faecalis Endophthalmitis, pos. 101100; A0000076, PPP-Ophthalmology, pos. 156750; and C1108800, Biochemistry of Cystic Fibrosis Mucous Secretion, pos. 289901.



Frank Holloway, Professor of Psychiatry and Behavioral Sciences, salary changed from annual rate of \$65,208 for 12 months (\$5,434.03 per month) to annual rate of \$66,236 for 12 months (\$5,519.67 per month), July 1, 1994. Paid from C1114060, Drug History Factors; C1212807, Biophysical Training in Alcohol Research; D9122300, Research Incentive Program Indirect Cost; 22209520, Psychiatry Employee Assistance Program, pos. 188900; and 22209570, Psychiatry Graduate College, pos. 199500. Budget correction.

Kent R. Hornbrook, Professor of Pharmacology, College of Medicine; Adjunct Professor of Allied Health Education; title changed from Associate Professor to Professor of Pharmacology, College of Dentistry; given additional title Professor of Pharmacodynamics-Toxicology, College of Pharmacy, July 1, 1994.

Rosemary Liguori, title changed from Clinical Assistant Professor to Assistant Professor of Nursing, salary changed from annual rate of \$32,895 for 12 months (\$2,741.25 per month) to annual rate of \$36,550 for 12 months (\$3,045.83 per month), July 1, 1994 through June 30, 1995. Paid from 20069540, College of Nursing, and C1204103, Nurse Practitioner and Nurse-Midwifery Program, pos. 068615.

Kim McLanahan, Clinical Assistant Professor of Radiological Sciences, salary changed from annual rate of \$52,500 for 12 months (\$4,375.00 per month), full time, to annual rate of \$42,000 for 12 months (\$3,500.00 per month), .80 time, July 1, 1994 through June 30, 1995. Paid from A0000181, Radiology Salary Supplement, pos. 201550.

E. Montez Mutzig, Assistant Professor of Medicine, Tulsa; salary changed from annual rate of \$40,000 for 12 months (\$3,333.33 per month) to annual rate of \$60,000 for 12 months (\$5,000.00 per month), October 1, 1994 through June 30, 1995; changed from consecutive term faculty to tenure track faculty, July 1, 1994. Paid from A0010298, PPP TMC Internal Medicine Clinic Instruction, and A0010299, PPP TMC Internal Medicine Group Practice, pos. 250400. Budget correction due to faculty promotion.

Hiroshi Nakagawa, title changed from Research Associate to Assistant Professor of Research, Department of Medicine, July 1, 1994 through June 30, 1995.

Milton C. Olsen, Clinical Associate Professor of Psychiatry and Behavioral Sciences, Tulsa, and Associate Dean for Academic Services, College of Medicine, Tulsa; given additional title Interim Chair of Psychiatry and Behavioral Sciences, Tulsa, June 1, 1994.

Mary Ann Pascucci, Assistant Professor of Nursing; salary changed from annual rate of \$44,000 for 12 months (\$3,666.67 per month) to annual rate of \$42,580 for 12 months (\$3,548.29 per month), July 1, 1994 through September 30, 1994. Changed from tenure track to consecutive term faculty. Paid from 20069540, College of Nursing, pos. 072000, and C1294005, Geriatric Education Center Grant Curriculum, pos. 159122.

Betty Pfefferbaum, Professor of Psychiatry and Behavioral Sciences and Adjunct Professor of Pediatrics; title Adjunct Professor of Nursing, deleted, August 1, 1994.

Lester A. Reinke, Professor of Pharmacology, College of Medicine; given additional titles Professor of Pharmacodynamics-Toxicology, College of Pharmacy, and Professor of Pharmacology, College of Dentistry, July 1, 1994.

Lora E. Rikans, Professor of Pharmacology, College of Medicine; title changed from Assistant Professor to Professor of Pharmacology, College of Dentistry; given additional title Professor of Pharmacodynamics-Toxicology, College of Pharmacy, July 1, 1994.

Gary R. Robinson, Adjunct Assistant Professor of Pediatrics; salary changed from annual rate of \$55,800 for 12 months (\$4,650.00 per month), .75 time, to annual rate of \$58,590 for 12 months (\$4,882.50 per month), .75 time, July 1, 1994 through June 30, 1995. Budget correction. Paid from C4322103, DHS/Provide Physical Therapy, Occupational Therapy, pos. 173255.

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Jean L. Spitz, Professor of Radiologic Technology; given additional title Vice Chair of Radiologic Technology, July 1, 1994.

Terrence Stull, Professor and Chair of Pediatrics; appointed Professor of Pediatrics with tenure, July 1, 1994.

Maria A. Toney, Adjunct Assistant Professor of Pediatrics; salary changed from annual rate of \$42,000 for 12 months (\$3,500.00 per month) to annual rate of \$44,100 for 12 months (\$3,675.00 per month), July 1, 1994 through June 30, 1995. Budget correction. Paid from C4322103, DHS/Provide Physical Therapy, Occupational Therapy, pos. 166500.

Susan Townsend, title changed from Assistant Professor of Clinical Laboratory Sciences to Adjunct Assistant Professor of Allied Health Education; salary changed from annual rate of \$32,200 for 12 months (\$2,683.33 per month) to without remuneration, June 15, 1994.

Jean J. Vanhoutte, Professor of Radiological Sciences, salary changed from annual rate of \$87,867 for 12 months (\$7,322.26 per month) to annual rate of \$70,294 for 12 months (\$5,857.80 per month), July 1, 1994. Paid from A0000181, Radiology Salary Supplement, and B0336001, Children's Memorial Hospital Reimbursement, pos. 200700. Reduction in salary due to realignment of duties.

Francene Weatherby, Associate Professor of Nursing, salary changed from annual rate of \$54,775 for 12 months (\$4,564.00 per month) to annual rate of \$55,968 for 12 months (\$4,664.00 per month), July 1, 1994. Budget correction. Paid from 20069540, College of Nursing, pos. 068200.

Paul H. Weigel, Professor and Chair of Biochemistry and Molecular Biology; appointed Professor of Biochemistry and Molecular Biology with tenure, October 1, 1994.

Edwin L. Wilson, Jr., Associate Professor of Occlusion and of Fixed Prosthodontics; given additional title Chair of Occlusion, July 1, 1994.

#### Resignations and/or Terminations:

Joan S. Aker, Professor of Communication Sciences and Disorders, August 12, 1994 (with accrued vacation through September 28, 1994).

Kami L. Barton, Instructor in Medicine, June 30, 1994 (with accrued vacation through August 16, 1994).

Edward J. Berbari, Associate Professor of Medicine, July 31, 1994 (with accrued vacation through September 14, 1994).

Brett E. Boice, Assistant Professor of Obstetrics and Gynecology, Tulsa, June 30, 1994 (with accrued vacation through August 16, 1994).

Lynn D. Carr, Assistant Professor of Health Administration and Policy, October 6, 1993 (with accrued vacation through September 1, 1994). Has been on long-term disability leave.

Steven R. Carson, Assistant Professor of Oral Diagnosis and Radiology, August 5, 1994 (with accrued vacation through September 20, 1994).

Lynda Davidson, Assistant Professor of Nursing, July 1, 1994.

Karen Goldsteen, Adjunct Assistant Professor of Health Administration and Policy, June 30, 1994.

Harold D. Hall, Clinical Assistant Professor of Periodontics, June 30, 1994 (with accrued vacation through August 16, 1994).

Cheryl McNeil, Assistant Professor of Pediatrics and Clinical Assistant Professor of Psychiatry and Behavioral Sciences, July 31, 1994 (with accrued vacation through August 8, 1994).

Douglas W. Mielke, Instructor in Medicine, June 30, 1994 (with accrued vacation through August 12, 1994).

Nga Nguyen, Associate Professor of Psychiatry and Behavioral Sciences, September 1, 1994 (with accrued vacation through October 17, 1994).

Barbara Parker, Assistant Professor of Communication Sciences and Disorders, August 15, 1994 (with accrued vacation through September 28, 1994).

Darlene Racker, Assistant Professor of Research, Department of Medicine, July 1, 1994.

Mickey L. Rowe, Professor of Occupational and Environmental Health, July 31, 1994 (with accrued vacation through August 19, 1994).

Scott W. Searcey, Clinical Assistant Professor of Oral and Maxillofacial Surgery, Colleges of Dentistry and Medicine, June 30, 1994 (with accrued vacation through July 14, 1994).

Tamara E. Varga, Adjunct Assistant Professor of Physical Therapy, June 30, 1994 (with accrued vacation through August 12, 1994).

Lucy K. Villarreal, Instructor in Obstetrics and Gynecology, June 30, 1994 (with accrued vacation through July 22, 1994).

Robert Wienecke, Clinical Associate Professor of Psychiatry and Behavioral Sciences, June 30, 1994.

Bernice Yates, Assistant Professor of Nursing, August 4, 1994 (with accrued vacation through September 28, 1994).

#### Retirements:

Warren M. Crosby, Professor of Obstetrics and Gynecology, June 30, 1994 (with accrued vacation through August 29, 1994). Retaining title Clinical Professor of Obstetrics and Gynecology.

Russell T. Schultz, Professor of Medicine, July 31, 1994 (with accrued vacation through September 27, 1994).

#### Exception to Nepotism Policy

It was reported to the Board that Janet Weigel is being appointed Research Associate in Biochemistry and Molecular Biology. At the June, 1994 meeting, Janet Weigel's spouse, Paul H. Weigel, was appointed Chair of Biochemistry and Molecular Biology. In order to comply with the Regents' Nepotism Policy, it has been arranged that Janet Weigel's evaluations for possible salary increases, promotion and tenure will be handled by the Executive Dean of the College of Medicine, not by the Department Chair (Dr. Paul Weigel). This exception is reported as required by the Regents' Nepotism Policy.

Interim President Morris recommended approval of the academic personnel actions shown above.

Regent Halverstadt commented on the fact that the starting dates for the leaves of absence listed in this agenda are already past and approval by the Regents will be after the fact. This problem had been discussed at the July meeting.

Provost Kimpel said the administration is taking the earlier discussion very seriously. Several leave requests arrived too late for the July Regents' agenda and the Board does not meet in August but these faculty were planning on leaving in August and so were approved at the Provost level. Dr. Kimpel said he turned down four leave requests and one of those faculty members was asking for a leave extension and has now resigned. He assured the Regents that within the July/September meeting timeframe he has done everything he believes is reasonable in trying to meet the advice and concern the Board expressed at the July meeting. A study committee is at work on revising leave policies.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

Interim President Morris reported the following deaths:

Marjory L. Cornelius, Professor of Music, on August 3, 1994.

Duane H. D. Roller, David Ross Boyd Professor Emeritus and McCasland Professor Emeritus of the History of Science and Curator Emeritus of the History of Science Collections, on August 22, 1994.

Elizabeth S. Yamashita, Professor Emeritus of Journalism and Mass Communication, on July 19, 1994.

## ADMINISTRATIVE AND PROFESSIONAL PERSONNEL ACTIONS

### Norman Campus:

#### Appointments or Reappointments:

Leroy W. Bridges, reappointed Marketing and Public Relations Specialist, Political Communication Center, salary remains at annual rate of \$20,000 for 12 months (\$1,666.70 per month), .49 time, July 1, 1994 through June 30, 1995. Professional Staff. Paid from 122-7342, Political Communication Center, pos. 750.65.

Gregory Stumpf, reappointed Senior Scientific Programmer Analyst, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$34,668 for 12 months (\$2,889.00 per month) to annual rate of \$41,255 for 12 months (\$3,437.91 per month), July 1, 1994 through December 31, 1994. Paid from 125-6570, CIMMS Task II, pos. 905.65. \*Paid from grant funds; subject to availability of funds.

James M. Walker, reappointed Program Director, College of Continuing Education, Tulsa, and Adjunct Assistant Professor of Human Relations, salary remains at annual rate of \$51,919 for 12 months (\$4,326.58 per month), July 1, 1994 through June 30, 1995. Paid from 122-7537, College of Continuing Education Tulsa Programs, pos. 101.65.

Changes:

Mary K. Banken, title changed from Manager, Technical Projects, to Director, Geological Information Systems, August 1, 1994. Changed from Managerial Staff to Administrative Staff.

Sylvia V. Duca, Program Director, NASA Space Grant Consortium and Co-Principal Investigator, Oklahoma Climatological Survey, salary changed from annual rate of \$44,772 for 12 months (\$3,731.00 per month) to annual rate of \$48,354 for 12 months (\$4,029.50 per month), July 1, 1994 through July 31, 1994. Administrative Staff. Paid from 125-6472, NASA Space Grant Consortium; 125-6919, OAC Aerospace Ed: A View from Above; and 125-5983, Earthstorm, pos. 905.65. \*Paid from grant funds; subject to availability of funds.

Nina Miley, promoted from Librarian II and Interim Director of the Law Library to Associate Director, Law Library, salary increased from annual rate of \$35,643 for 12 months (\$2,970.25 per month) to annual rate of \$50,000 for 12 months (\$4,166.67 per month), July 1, 1994 through June 30, 1995. Changed from Professional Staff to Administrative Staff. Paid from 272-7601, Law Library, pos. 4.65.

Marc S. Nadler, Senior Systems Support Programmer, Cooperative Institute for Mesoscale Meteorological Studies, salary changed from annual rate of \$42,504 for 12 months (\$3,542.00 per month) to annual rate of \$43,780 for 12 months (\$3,648.33 per month), August 15, 1994 through May 31, 1995. Paid from 125-6570, CIMMS Task II, and 125-6655, RDASC Task II, pos. 905.65. Paid from grant funds; subject to availability of funds.

Dan E. Pickett, Head Athletic Trainer, Athletic Department; given additional title Instructor in Health and Sport Sciences, without additional remuneration, July 1, 1994 through June 30, 1995.

David F. Schrage, Director of Housing; title Assistant Vice President for Campus Services, deleted, August 19, 1994; given additional title Adjunct Assistant Professor of Educational Leadership and Policy Studies, without additional remuneration, July 1, 1994 through June 30, 1995.

Resignations and/or Terminations:

William Henwood, Assistant Dean, College of Business Administration, July 30, 1994.

William R. Watson, Director, Continuing Legal Education, June 30, 1994.

Retirement:

Frederick W. Weddle, Assistant to Vice President for Fiscal Operations, Student Affairs, January 31, 1995.

**Health Sciences Center:**

Appointments or Reappointments:

Deborah K. Ball, Nurse Clinician, Department of Otorhinolaryngology, annual rate of \$40,000 for 12 months (\$3,333.33 per month), July 18, 1994. Professional Staff. Paid from A0000578, Otorhinolaryngology Billing, pos. 162475.

Candace Ann Shaw, Oklahoma Telemedicine Network Project Manager, Provost's Office, annual rate of \$55,000 for 12 months (\$4,583.33 per month), April 4, 1994. Managerial Staff. Paid from C2390801, Oklahoma Department of Commerce Telemedicine, pos. 002835.

Changes:

Nina Ardery, Staff Assistant, Department of Health Administration and Policy, salary changed from annual rate of \$41,181.84 for 12 months (\$3,431.82 per month) to annual rate of \$43,240.92 for 12 months (\$3,603.41 per month), July 1, 1994. Paid from C5222302, Minority Medical Faculty Development Program, pos. 222225. Budget correction.

John A. Belzer, Education Specialist II, Graduate College; given additional title Clinical Assistant Professor of Dentistry, August 1, 1994.

Pamela Byrd-Mauldin, Director, Communications and Media Relations, salary changed from annual rate of \$37,550 for 12 months (\$3,129.17 per month) to annual rate of \$45,000 for 12 months (\$3,750.00 per month), July 1, 1994. Paid from 10079510, Communications/Media Relations, pos. 017000. Budget correction.

Thomas R. Godkins, Assistant Vice President for Facilities Management and Director of Capital Planning, salary changed from annual rate of \$69,120 for 12 months (\$5,760.00 per month) to annual rate of \$72,720 for 12 months (\$6,060.00 per month), July 1, 1994. Paid from 01009500, Office of the Provost, pos. 002600. Budget correction.

Michael L. Gray, promoted from Lead Telecommunications Technician to Telecommunications Technical Service Manager, Telecommunications Department, salary increased from annual rate of \$33,380 for 12 months (\$2,781.67 per month) to annual rate of \$41,500 for 12 months (\$3,458.33 per month), August 1, 1994. Professional Staff. Paid from 3825-9, Telecommunications, pos. 377450.

Jenielle S. Greenlee, promoted from Senior Administrative Manager to Assistant to the Dean, Dean's Office, College of Allied Health, July 1, 1994. Changed from Managerial Staff to Administrative Staff.

Robyn A. Lambrecht, promoted from Manager, Auxiliary and Service Unit Accounting, to Assistant Controller, Accounting Services, July 1, 1994. Managerial Staff.

Deborah Lamm, Director, Community Health in Focus, Department of Health Administration and Policy, salary changed from annual rate of \$75,000 for 12 months (\$6,250.00 per month) to annual rate of \$78,756 for 12 months (\$6,563.00 per month), July 1, 1994. Paid from C5242003, Regional Meetings-Activities for the Center for Health, and C5243002, Washington Monitoring for the Center for Health, pos. 222260. Budget correction.

O. Sammy Mayfield, promoted from Assistant Director, Grants and Contracts Accounting, to Assistant Controller, Financial Accounting, July 1, 1994. Changed from Administrative Staff to Managerial Staff.

Marcia A. Morris, Associate Vice President for Health Sciences, Office of the Provost; given additional title Adjunct Associate Professor of Allied Health Education, without additional remuneration, July 1, 1994.

Resignation and/or Termination:

Matthew Lucas, Health Care Delivery Director, Department of Family Medicine, June 30, 1994 (with accrued vacation through July 15, 1994).

Interim President Morris recommended approval of the administrative and professional personnel actions shown above.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

The meeting was briefly recessed by the Chair from 3:15 p.m. to 3:53 p.m.

## **AFFILIATION WITH HOSPITAL AND PHYSICIAN NETWORK**

Provost Stein presented this report. He said plans are underway to rotate medical residents in primary care specialties as well as students from Health Sciences Center physical therapy, physician assistant, nurse, and nurse practitioner programs through the nine hospitals and 15 rural health clinics which belong to First Health West, a rural hospital and physician network headquartered in Lawton.

The Health Sciences Center, The University Hospital, The Children's Hospital of Oklahoma, and Presbyterian Hospital are exploring an agreement with First Health West. This managed care partnership will enhance the clinical instruction of Health Sciences Center students and medical residents in the primary care areas of family practice, internal medicine, pediatrics, and obstetrics and gynecology and provide a higher likelihood that they will practice in a rural setting after graduation. Of the 12 rural counties in which First Health West has a hospital or clinic, 10 have been designated by the federal government as being medically underserved, in whole or part, or as having a shortage of health care professionals.

First Health West, which was formed in 1993, has as member hospitals the 283-bed Comanche County Memorial Hospital, Lawton, and hospitals in Carnegie, Cordell, Frederick, Hobart, Hollis, Mangum, Waurika, and Weatherford. Nearly all the rural hospitals have less than 50 beds each. The network also includes rural clinics in Blair, Carnegie, Comanche, Cordell, Fletcher, Frederick, Grandfield, Hollis, Mangum, Mountain View, Sentinel, Snyder, Tipton, Walters, and Waurika. First Health West has a hospital or clinic in 12 southwestern counties with a total population of approximately 300,000.

The First Health West Board of Trustees is led by Chairman Randy L. Curry, President of Comanche County Memorial Hospital, and a Medical Advisory Board whose Medical Director, Robert Jones, M.D., is a family practice physician in Lawton.

Provost Stein introduced Mr. Randy Curry, President of Comanche County Memorial Hospital and founder of First Health West. He said Mr. Curry has done a remarkable job of putting together a model of rural health and has clearly done something unique in health care for the State of Oklahoma.

## **RESOLUTION - FIRST HEALTH WEST**

Interim President Morris recommended approval of the following Resolution:

WHEREAS, Mr. Randy Curry has spearheaded the formation and growth of First Health West, a Lawton-based hospital and physician network, and serves as its chairman of the board;

WHEREAS, First Health West provides leadership and direction to provide access to high-quality, affordable health care for residents throughout southwest Oklahoma;

WHEREAS, First Health West is working in partnership with The University of Oklahoma Health Sciences Center and University Hospitals to rotate medical residents and students in allied health professions through its rural hospitals and clinics, thus providing them an important training and educational experience;

WHEREAS, these medical residents and health professionals may, as a result of their rotations, be more likely to locate their practices in rural Oklahoma, where there exists a shortage of such providers;

WHEREAS, First Health West continues to demonstrate initiative, vision, and creativity in addressing the present health care needs of rural Oklahoma, and anticipates future needs;

NOW THEREFORE BE IT RESOLVED that the Regents of The University of Oklahoma on behalf of the students, faculty, staff and alumni express their appreciation and gratitude to Mr. Randy Curry, as well as recognition to First Health West as a major milestone in rural health for all Oklahomans.

There being no objection, the Chair declared the Resolution unanimously approved. Chairman Gullatt presented a signed copy of the Resolution to Mr. Curry.

Mr. Curry said those in Southwest Oklahoma are delighted to have the Health Sciences Center, Children's Hospital and Presbyterian Hospital participate with First Health West in the development of bigger and broader opportunities that will bring 50 or 60 hospitals together. He said the hospital administrators look forward to a much closer working relationship and an opportunity to develop residency programs. Mr. Curry introduced those administrators who were present and thanked the Board of Regents for their recognition of First Health West and those who have made it successful.

Chairman Gullatt recessed the meeting at 4:07 p.m., to be reconvened at 8:30 a.m. on Wednesday, September 14, 1994 in the same location.

The Regents reconvened in regular session at 8:31 a.m. on Wednesday, September 14, in the Mezzanine Room of Shepler Center.

## PROPOSALS, CONTRACTS, AND GRANTS

A list of awards and/or modifications in excess of \$100,000 or that establish or make policy for the University, or that otherwise involve a substantial or significant service to be performed by the University was included in the agenda. Comparative data for fiscal years 1993-1994 and 1994-1995, current month and year-to-date, was also included.

The Provisions of Goods and Services policy (amended December 4, 1992) provides that new contracts and grants in excess of \$100,000 must be referred to the Board of Regents for ratification. In addition, in those cases where a contract, grant, document, or arrangement involved would establish or make policy for the University, or otherwise involve a substantial or significant service to be performed by the University, that contract, arrangement, or document shall be referred to the Board of Regents for approval.



FISCAL YEAR 1994 SUMMARY:

Norman Campus and Health Sciences Center Combined Data

- Total Expenditures are again at an all time high, increasing by 3% (\$92.2 million vs. \$89.3 million).
- Research expenditures are up 5% over last year (\$51.7 million vs. \$49.5 million), awards are up 14% (\$62.7 million vs. \$54.9 million), and proposal activity is up 23% (\$193.7 million vs. \$157.6 million).

Norman Campus

- Research expenditures are up 2% over last year (\$28.3 million vs. \$27.7 million), awards are up 15% from last year (\$35.0 million vs. \$30.5 million), and proposal activity is up 22% (\$136.3 million vs. \$111.8 million).
- College of Continuing Education/Institute for Community and Economic Development expenditures are down 15% from last year (\$14.8 million vs. \$17.3 million). Awards are down 31% (\$15.9 million vs. \$22.9 million), due primarily to a \$6 million two-year U.S. Postal Service Training Center award in FY93 and the phase-out of the FAA-ATC Program. Proposal activity is up 2% (\$253.1 million vs. \$249.3 million).

Health Sciences Center

- Research expenditures are up 7% over last year (\$23.4 million vs. \$21.8 million), awards are up 13% (\$27.7 million vs. \$24.4 million), and proposal activity is up 25% (\$57.3 million vs. \$45.8 million).
- Total expenditures are up 12% over last year (\$46.4 million vs. \$41.4 million), awards are up 7% (\$41.3 million vs. \$38.7 million), and proposal activity is up 15% (\$67.9 million vs. \$59.0 million).

JULY SUMMARY:

Norman Campus and Health Sciences Center Combined Data

- In the first month of Fiscal Year 1995, research expenditures are up 9% over last year (\$5.2 million vs. \$4.7 million), but awards are down 19% (\$9.1 million vs. \$11.2 million), and proposal activity is down 5% (\$11.0 million vs. \$11.6 million).

Norman Campus

- Research expenditures for the first month of Fiscal Year 1995 are up 6% over last year (\$3.3 million vs. \$3.1 million), awards are down 30% (\$4.4 million vs. \$6.3 million), but proposals are up 66% (\$7.6 million vs. \$4.6 million).
- In the first month of Fiscal Year 1995, College of Continuing Education expenditures are down 1% from last year (\$1.5 million vs. \$1.6 million), awards are down 99% (\$8,000 vs. \$1.1 million), and proposal activity is down 71% (\$.5 million vs. \$1.8 million).

Health Sciences Center

- Research expenditures for the first month of Fiscal Year 1995 are up 14% over last year (\$ 1.9 million vs. \$1.7 million), but awards are down 4% (\$4.7 million vs. \$5.0 million), and proposals are down 52% (\$3.4 million vs. \$7.0 million).
- Total expenditures for the first month of Fiscal Year 1995 are up 9% over last year (\$3.8 million vs. \$3.4 million), awards are up 5% (\$9.3 million vs. \$8.8 million), but proposal activity is down 48% (\$3.8 million vs. \$7.2 million).

Interim Vice President Eddie C. Smith and Vice President Joseph Ferretti provided additional information to the Regents.

Interim President Morris recommended the Board of Regents ratify the awards and/or modifications for June and July 1994 as submitted.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## REVISION OF THE BYLAWS OF THE COLLEGE OF MEDICINE PROFESSIONAL PRACTICE PLANS, OKLAHOMA CITY AND TULSA

At their December 1993 meeting, the University Regents authorized the Senior Vice President and Provost of the Health Sciences Center to initiate a review of the ByLaws of the College of Medicine Professional Practice Plans and submit revisions to clarify the organizational structure, reporting relationships and management of the Plans in order to better meet the challenges posed by health care reform.

A Task Force, consisting of several College of Medicine department chairmen, faculty members, current officers of the Plans, legal counsel, and various administrative staff, was appointed in December 1993 to propose revisions to the ByLaws of the Plan and to secure input and review by the College of Medicine faculty and Plan members. The following proposed ByLaws of the College of Medicine Professional Practice Plans have been reviewed by the Professional Practice Plan Executive Committee and the Professional Practice Plan membership of both campuses.

Proposed additions to the ByLaws are underlined and proposed deletions are lined through.

### COLLEGE OF MEDICINE, OKLAHOMA CITY

#### I. NAME

The name of this group is The University of Oklahoma College of Medicine Professional Practice Plan, hereafter referred to as the Plan.

#### II. PURPOSE

~~This group is organized exclusively for the service, educational and research purposes of The University of Oklahoma College of Medicine.~~

As a means of accomplishing the purposes set out in the preceding paragraph and subject to the limitations, policies and procedures of The Board of Regents of The University of Oklahoma, this group is organized to engage in the continuous active conduct of medical education, medical research, and medical care as an organized group practice to improve The University of Oklahoma College of Medicine, its teaching resources, its research resources and facilities, and its service opportunities; to serve the citizens of Oklahoma by providing and promoting health care and providing consultation services to physicians of Oklahoma; to provide instruction and training of students enrolled in The University of Oklahoma College of Medicine, and of physicians and residents; to further a program of medical development, education and research in Oklahoma, and to pursue such additional purposes as may be approved by The Board of Regents of The University of Oklahoma.

The purpose of the Plan is to facilitate the continued clinical viability of the faculty practice, and in so doing, continue to provide sufficient clinical experiences and primary economic support necessary to advance the University's educational, patient care, and research missions. The Plan is subject to the policies and procedures of The University of Oklahoma Board of Regents.

### III SCOPE OF ACTIVITIES

As a means of accomplishing the purposes set out in the preceding paragraph and subject to the limitations, policies and procedures of the Board of Regents of The University of Oklahoma, the Plan may engage in activities, including but not limited to:

A. Enhancing communication, cooperation and collaboration among The University of Oklahoma Health Sciences Center College of Medicine and affiliated educational and health care institutions and professionals.

B. Delivering and coordinating medical education among community educators, and educational institutions for The University of Oklahoma Health Sciences Center College of Medicine students, residents, fellows, and other trainees.

C. Conducting and coordinating medical care among community health care providers.

D. Developing new and refining existing clinical care delivery strategies to accommodate the changing health care environment.

E. Developing new and refining existing health care services, to enhance teaching and clinical research to enable future practitioners to respond to the needs of the changing and increasingly competitive health care environment.

F. Promoting and marketing health care offerings of The University of Oklahoma College of Medicine to the public, industry, and other constituents.

G. Facilitating the education and training of health care professionals for rural and other Oklahoma health care work force shortage areas, as well as influence favorably their placement and retention.

### III IV. MEMBERS

This group shall have members and each member shall be entitled to one vote which may be cast either in person or by written proxy.

A. The Plan is a mutually supportive and interdependent group practice comprised of full-time, part-time, and voluntary faculty of The University of Oklahoma College of Medicine.

B. All full-time faculty will be either voting or Associate members of the Plan and will practice exclusively through the Plan, in accordance with the directions specified by the Bylaws.

C. Voting members shall be those members whose levels of clinical participation (including but not limited to responsibility for personal care of patients or responsibility for care provided by the housestaff) have achieved a threshold established by the Executive Dean in consultation with the respective departmental chair.

D. Associate members are not eligible to vote or serve on standing committees of the Plan and shall be those members whose levels of clinical participation (including but not limited to responsibility for personal care of patients or responsibility for care provided by the housestaff) have NOT achieved a threshold established by the Executive Dean in consultation with the respective departmental chair.

#### ~~IV. FACULTY~~

~~The faculty of the College of Medicine is comprised of four different groups of individuals:~~

##### ~~A. STRICT FULL TIME~~

~~This group is made up of faculty who devote their entire time to carrying out the academic programs of the College.~~

##### ~~B. VOLUNTEER FACULTY~~

~~This group is made of physicians who are engaged primarily in the private practice of medicine in the State of Oklahoma but who devote a portion of their time to the academic programs of the College.~~

##### ~~C. GEOGRAPHIC FULL TIME FACULTY~~

~~This group is composed of physicians and others whose primary commitment is to the academic programs of the College of Medicine but who also devote a portion of their time to the exercise of their professional disciplines, which in many instances includes the practice of medicine and is confined to the campuses of The University of Oklahoma Health Sciences Center.~~

##### ~~D. PART-TIME FACULTY~~

~~These persons are faculty directly compensated by the University primarily for academic activities.~~

~~This policy applies to the geographic full time faculty and to all faculty whose letters of appointment specify that their primary commitment should be the academic programs of the College of Medicine without respect to their physical location. Part time faculty are excluded from the application of this policy.~~

## V. EMPLOYMENT

~~When participating in the academic programs of the College of Medicine, pursuing their academic activities and engaged in the practice of medicine, faculty are to be considered employees of The University of Oklahoma College of Medicine. The practice of medicine or other exercise of professional disciplines is conducted for the care and benefit of patients who are treated and to whom the faculty members are directly responsible with respect to the medical or professional services provided.~~

Faculty are employees of The University of Oklahoma College of Medicine when they engage in professional activities of the Plan.

When members of the faculty deliver specialized personal consultative services or primary medical care to patients, these faculty members by their personal efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center.

A reasonable degree of active involvement by the clinical faculty in health delivery practices is essential to the maintenance of their professional skills. This contributes to the educational, research and community service missions of the College of Medicine.

## VI. INCOME TREATMENT

~~It is the prerogative of the individual faculty member to determine whether and to what extent he or she wishes to engage in professional practice activities. The decision to engage in such professional practice activities by the faculty members will be made with the knowledge and understanding that the fees received for patient care are to be included as generated income governed by this policy. University fringe benefits will be computed on the guaranteed base salary. Amounts paid above these base salary amounts are to compensate faculty members for their professional practice activities. Such amounts will be paid to faculty members as W-2 income and may be included in the calculations of the University fringe benefits.~~

## VII. VI. PROFESSIONAL PRACTICE

~~The University shall not possess the right to control or direct faculty member employees in the performance of their professional practice activities, it being understood that whether or not a faculty member conducts professional practice activities shall be within each faculty member's sole discretion and the University shall neither control nor direct the faculty member as to the results to be accomplished or as to the details and means by which the results are accomplished. No professional office hours or other schedules shall be required on the part of the faculty members for the carrying out of their professional activities.~~

~~The right to terminate the Physician-Patient relationship shall be vested only in the Patient and Physician.~~

~~When members of the faculty deliver specialized personal consultative services or primary medical care to patients, these faculty members by their personal efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center.~~

~~A reasonable degree of active involvement by the clinical faculty in health delivery practices is essential to the maintenance of their professional skills. This contributes to the educational mission of the College of Medicine, including the research component of education.~~

~~Active participation in health delivery systems requires of the participant a significant commitment in terms of energy, emotional dedication, time and the assumption of personal liabilities in addition to those assumed in carrying out academic programs. This policy includes within its operational structure the entire range of the medical disciplines and specialties. There are fundamental differences among these disciplines, departments and specialties in matters relating to: (1) the unit of service for which a professional fee is rendered; (2) the amount of customary fee per unit of service; (3) the status of the patient (ambulatory or hospitalized); (4) the goal of the services rendered; and (5) their individual and collective needs as they relate in turn to their primary functions of teaching, training, clinical care and community service.~~

The University will not engage in professional practices; however, individual practitioners will abide by the accepted practice standards and regulations governing professional practices and the rights of patients. The individual practitioners of the Plan will fulfill contractual obligations and provide services as required and agreed upon with the University.

The right to terminate the Physician-Patient relationship shall be vested only in the Patient and Physician, in accordance with contractual obligations including third party payors.

#### ~~VIII.~~ VII. REGENTS' POLICY

The process of exercising their discretion as professionals in matters of patient care does not diminish their responsibility of faculty members to account to the University under the plan for all ~~income~~ revenue earned, nor relieve them of the duty of compliance with policies and agreements of the Board of Regents governing site of practice.

~~Adherence to this Policy these Bylaws, as with all the Board of Regents' policies, is a condition of employment for strict full-time and geographic full-time faculty of the College of Medicine. Under this Policy these Bylaws, as in all University matters, the members of a Department are responsible to their Chair or Head, as the Chair or Head is responsible to his/her Executive Dean, and the Dean, through the Provost of the Health Sciences Center, to the President and subsequently to the Regents.~~

#### ~~XI.~~ VIII. GOVERNANCE OF THE PROFESSIONAL PRACTICE PLAN

##### A. Executive Dean

The Executive Dean shall be responsible for the management, planning and operations of the Plan.

##### A. B. The Advisory Council Board

##### 1. Membership

The Advisory Council Board shall represent the full membership of the Professional Practice Plan. ~~and shall be responsible for policy matters and advising the Executive Dean, Chair of the Practice Plan, Provost and President on matters affecting the operations.~~

##### 2. The Advisory Council Board shall consist of:

a. The Chair or Head of each of the Departments of the College of Medicine at Oklahoma City and Tulsa.

~~b. — Nine (9) members at large elected at the annual meeting by and from the faculty members of clinical departments with unmodified faculty titles for terms of two years each. No more than two (2) members at large shall be elected from any one department. Three (3) of the above shall be elected by and from the College of Medicine—Tulsa.~~

e. a. The Executive Dean of The University of Oklahoma College of Medicine  
~~(ex officio member without vote).~~

b. Each Chair of an academic department with eligible full-time faculty members.

c. Chiefs of the two largest clinical sections selected on the basis of generated revenue.

d. A number of full-time faculty members at-large, equal to one-half the number of Chair seats (rounded up one in the event of an odd number), will hold voting seats for staggered three-year terms. These seats will be filled by popular vote of the eligible full-time faculty members from a slate of candidates put forward by a Nominating Committee of the Plan or from the floor.

d. e. The Dean of The University of Oklahoma College of Medicine-Tulsa. ~~(ex officio member without vote).~~

e. f. The Director Chief Executive Officer of Professional Practice Plan. and Assistant Director—Tulsa ~~(ex officio members without vote).~~

g. The Medical Director of the Professional Practice Plan.

h. Associate Dean for Clinical Practice.

i. Vice President for Administrative Affairs.

j. Associate Dean for Administration.

k. On matters requiring a vote, only one vote may be registered when one person occupies more than one of the above positions.

### 3. Duties

a. Responsible to represent the full membership of the Plan and shall be advisory to the Executive Dean.

b. Responsible to recommend an operations staff to administer and operate the affairs of the Plan.

c. Responsible to recommend clinical practice policies, disposition of clinical plan revenues and expenditures, and incentive compensation plans for awarding and distribution of clinical revenues.

d. Responsible per purpose of the Plan, to provide for the College of Medicine Enrichment Fund which shall be developed by the Advisory Board for approval by the Executive Dean.

e. Responsible to recommend other policy matters relevant to the overall management of the Plan.

### 3. 4. Meetings

The Advisory ~~Council Board~~ shall meet ~~quarterly on alternate months~~ at a time designated by the Chair of the Advisory ~~Council Board~~ or more often and upon call by request of the Chair or seven (7) members of the Advisory ~~Council Board~~. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting. The Chair or Head of each Department and the other individually elected voting members may designate an individual to represent him/her annually or at individual meetings by notifying, in writing, the Chair of the Advisory ~~Council Board~~.

### 4. 5. Officers

The officers of the Advisory ~~Council Board~~ shall be a Chair, a Vice Chair, and a Secretary, ~~who shall be elected annually from the members of the Advisory Council by the full membership at the annual meeting. The Chair shall preside. The Vice Chair is designated as the Chair elect. If necessary, the tenure of the Vice Chair will be extended one (1) year in order to complete the term of Chair. The Chair shall be the Executive Dean of the College of Medicine. The Vice Chair shall be the Medical Director of the Plan. The Secretary will be the Chief Executive Officer of the Plan.~~ The officers shall perform such duties as naturally appertain to their respective offices and duties as may be imposed by the Advisory ~~Council Board~~.

### 6. Committees

Committees of the Advisory Board shall include, but are not limited to, the following:

- a. Practice Standards
- b. Facilities
- c. Finance
- d. Compensation
- e. Nominating

### 5. 7. Quorum and Voting

A quorum shall consist of one-half of the voting members of the Advisory ~~Council Board~~. Any official action of the Advisory ~~Council Board~~ requires a majority vote of its members present.

### 6. 8. Rules of Order for Advisory ~~Council Board~~ and its Committees

#### a. Agenda

All items ~~of for business not requiring formal action by the Advisory Council Board unless an objection is registered, are accepted "for information only."~~ All items for business requiring formal action by the Advisory Council must be submitted in advance in the form of a resolution. All items of business not requiring formal action by the Advisory Board, unless an objection is registered, are accepted "for information only".

#### b. Procedural Motions

Robert's Rules of Order will be accepted as final authority for parliamentary procedures.



B. C. ~~The Executive Management Committee - Oklahoma City~~

1. Composition

The Executive Management Committee shall consist of:

- ~~a.—Three (3) officers of the Advisory Council,~~
- ~~b.—Five (5) members of the Advisory Council, one of whom shall be a representative of the Tulsa Campus PPP Faculty, elected by the Advisory Council.~~
- ~~c.—Executive Dean~~
- ~~d.—Dean—Tulsa~~
- ~~e.—Ex officio members without vote: Practice Plan Director, OMC Chief Executive Officer, Associate Dean Administration, Medical Director OMC.~~
- a. Medical Director of the Plan.
- b. Executive Dean of the College of Medicine.
- c. Chief Executive Officer of the Plan (ex-officio without vote).
- d. Five Clinical Chairs or Section Chiefs elected by sixteen department chairs and two section chiefs. Two shall be from primary care departments or sections; two shall be from surgical departments or sections; one at-large (see VIII.B.2.c.)
- e. Three elected faculty members elected from among the eight faculty (see VIII.B.2.d.).
- f. Three administrative members
  - 1. Associate Dean for Clinical Practice.
  - 2. Associate Dean for Administration (ex-officio without vote).
  - 3. Vice President for Administrative Affairs (ex-officio without vote).

2. ~~Election of Officers~~

~~The Executive Committee shall elect a Chair by majority vote whose tenure shall coincide with that of the Advisory Council Officers.~~

- a. Medical Director of the Plan shall serve as Chair of the Management Committee.
- b. Vice Chair of the Management Committee shall be selected by the Management Committee from its members who are clinical chairs, section chiefs, and elected faculty (see VIII.C.1.d&e).
- c. Chief Executive Officer of the Plan shall serve as Secretary to the Management Committee.

### 3. Meetings and Quorum

The Executive Management Committee shall meet ~~at least every other month~~ every two weeks and upon call of the Chair or any five (5) voting members of the Advisory Council Board. A quorum shall consist of no fewer than five (5) members.

### 4. Duties

~~The Executive Committee shall exercise the full authority of the Advisory Council and shall be responsible for the operation and management of the joint activities and shared programs and of the Plan in Oklahoma City. These include but are not limited to:~~

- ~~a. Management of operations and budget approved by the Advisory Council.~~
- ~~b. Provision of uniform procedures to account for all earnings generated by the faculty.~~
- ~~c. Reporting and audit of all monies received and dispersed as a result of the professional practice of the faculty.~~
- ~~d. Provide operating, financial, and other reports necessary to the efficient operation of the Plan.~~
- ~~e. Annually propose an operating budget and assessment necessary to the operating of the Plan to be approved by the Advisory Council.~~
- ~~f. Engage legal counsel, accountants, consultants and others as required. It is understood, however, that only the legal counsel for the Board of Regents may prepare legal documents and represent the University and its constituent parts in the University's external affairs.~~
- ~~g. Identify and correct clinical service deficiencies.~~
- ~~h. Contract and manage clinical service agreements.~~

~~All actions are subject to the policies and procedures of The University of Oklahoma and the Board of Regents of The University of Oklahoma.~~

a. Carry out full powers of the Advisory Board. The Management Committee will forward the following matters to the Advisory Board for overall approval: plan budget, fund flows, allocations, debts, capital acquisitions or distributions, and change in Bylaws.

b. The Management Committee shall be advisory to the Executive Dean for the daily operation and management of the joint activities and shared programs of the Plan. These include, but are not limited to:

- 1. Management of operations and budget, as approved by the Advisory Board.
- 2. Provision of uniform procedures to account for earnings generated by the faculty.
- 3. Reporting and audit of all monies received and disbursed as a result of the professional practice of the faculty.

4. Provide operating, financial, and other reports necessary to the efficient operation of the Plan.
5. Annually propose an operating budget and assessment necessary to the operating of the Plan to be approved by the Advisory Board.
6. Engage legal counsel, accountants, consultants and others as required. It is understood, however, that only the legal counsel for the Board of Regents may prepare legal documents and represent the University and its constituent parts in the University's external affairs.
7. The Committee is also charged with the process of recommending a Chief Executive Officer to the Advisory Board for approval.
8. Promote and facilitate the operation of the Plan as an integrated multi-specialty group practice.
9. Contract and manage clinical service agreements.
10. Identify and Correct clinical service deficiencies.

~~C.—Executive Committee—Tulsa~~

~~1.—Composition~~

~~The Executive Committee—Tulsa shall consist of:~~

- ~~a.—Chairs of the clinical departments of the College of Medicine—Tulsa.~~
- ~~b.—One member from The Oklahoma City Campus PPP Faculty elected by the Advisory Council.~~
- ~~c.—Executive Dean~~
- ~~d.—Dean, College of Medicine—Tulsa~~
- ~~e.—Ex officio members without vote, Assistant Director—Tulsa, Associate Dean—Administration—Tulsa, Clinics Administrator.~~

~~2.—Election of Officers~~

~~The Executive Committee shall elect a Chair and Vice Chair by majority vote whose tenure shall coincide with that of the Advisory Council Officers.~~

~~3.—Meetings and Quorum~~

~~The Executive Committee shall meet monthly and upon call of the Chair or any five (5) members of the Advisory Council. A quorum shall consist of no fewer than five (5) members.~~

~~4.—Duties~~

~~The Executive Committee shall exercise the full authority of the Advisory Council and shall be responsible for the operation and management of the joint activities and shared programs and of the Plan in Tulsa. These include but are not limited to:~~

- a. ~~Management of operations and budget approved by the Advisory Council.~~
- b. ~~Provision of uniform procedures to account for all earnings generated by the faculty.~~
- c. ~~Reporting and audit of all monies received and disbursed as a result of the professional practice of the faculty.~~
- d. ~~Provide operating, financial, and other reports necessary to the efficient operating of the Plan.~~
- e. ~~Annually propose an operating budget and assessment necessary to the operation of the Plan to be approved by the Advisory Council.~~
- f. ~~Engage legal counsel, accountants, consultants, and others as required. It is understood, however, that only the legal counsel for the Board of Regents may prepare legal documents and represent the University and its constituent parts in the University's external affairs.~~
- g. ~~Identify and correct clinical service deficiencies.~~
- h. ~~Contract and manage clinical service agreements.~~

~~All actions are subject to the policies and procedures of The University of Oklahoma and the Board of Regents of The University of Oklahoma.~~

#### D. Ad Hoc Committees

Ad Hoc Committees may be appointed as necessary by the Chair of the Advisory Council Board or the Executive Management Committee.

#### E. Annual Meeting of Members

Annually, at a time to be determined by the Executive Management Committee, there shall be a meeting of the full membership of the Professional Practice Plan at which time a report of the activities of the Council Board shall be given by the Officers and the Director Chief Executive Officer. In addition, elections will be held for at-large members and officers. Special meetings may be called upon request of the Executive Management Committee or Advisory Board.

#### F. Departmental Restrictions

~~Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but without conflict with the general plan. Departmental business practice policies will be implemented by the Chair of each Department as provided under these Bylaws.~~

### IX. DEFINITION OF TERMS

#### A. Membership

1. ~~Strict full-time and geographic full-time faculty members will participate in the Professional Practice Plan. A list of members who meet these criteria will be supplied yearly by the Chairs of the Departments to the Executive Dean.~~

2.—All members of the faculty of The University of Oklahoma College of Medicine must be appointed members of the faculty as individuals and they must exercise their professional capabilities including the practice of medicine under this policy. For purposes of compensation, the University will not issue a payroll check to individual corporations.

B.—~~Guaranteed Base~~

This is the specific salary that is guaranteed annually by contract with The University of Oklahoma, or one of the affiliated hospitals or clinics or other institutions of the Health Sciences Center, through appointment to the faculty of the College of Medicine by the Board of Regents of The University of Oklahoma to compensate the individual faculty member for that portion of his or her time which will be devoted to academic programs and to ensure that the academic programs take precedence over other responsibilities. This also includes amounts paid as a guaranteed salary by the Veterans Administration Medical Centers and other affiliated hospitals for teaching and/or patient services. It is recognized the faculty member may devote as much of the remainder of his or her time as he or she wishes to professional practice, or other exercise of his or her professional capabilities.

C.—~~Collected Income~~

Collected income for the purpose of income distribution shall be defined as those funds collected and deposited to appropriate departmental PPP accounts representing reimbursement for professional practice activity.

D.—~~Health Sciences Center Campus~~

For the purposes of this Policy, the definition of Health Sciences Center includes all those health care facilities located in the immediate geographic area of the College of Medicine that is commonly referred to and commonly understood to be The Health Sciences Center—Oklahoma City and Tulsa. In Oklahoma City, this includes, but is not necessarily limited to, all the facilities owned and/or operated by the Board of Regents, the Department of Human Services, and in Tulsa, the College of Medicine in Tulsa, which includes, but is not necessarily limited to, those clinics and hospitals affiliated with The College of Medicine—Tulsa.

E.—~~Plan Distribution Policy~~

Academic departments will submit to the Executive Dean a plan concerning the distribution policy for funds generated by members of that academic department. The plan will be available for distribution to new members of the academic unit.

X: IX. OPERATIONAL PROCEDURES

A. Medical Director, Professional Practice Plan

There shall be a Medical Director of the Professional Practice Plan who shall be recommended by the Advisory Board for appointment by the Executive Dean. The Medical Director shall report to the Executive Dean. The Medical Director shall be charged with facilitating and developing the group practice of medicine through the Professional Practice Plan and to implement the overall professional practice policies of The University of Oklahoma College of Medicine.

A. ~~B.~~ Director Chief Executive Officer, Professional Practice Plan

There shall be a ~~Director Chief Executive Officer~~ of the Professional Practice Plan who shall ~~answer report~~ to the Executive Dean. ~~of the College of Medicine.~~ The ~~Director Chief Executive Officer~~ shall be charged with the responsibility of managing the central administrative functions of the Plan for purposes of insuring efficient operations of the Plan, compliance to requirements set forth by applicable state and/or federal laws and regulations and policies and procedures of The University of Oklahoma and those governing bodies established under Article XII. These administrative functions may include other functions as determined by the Executive Dean.

~~B. Assistant Director, Professional Practice Plan Tulsa~~

~~There shall be an Assistant Director of the Professional Practice Plan who shall report to the Director of the Professional Practice Plan. The Assistant Director shall be charged with the responsibility of managing the central administrative functions of the Plan for purposes of ensuring efficient operations of the Plan, compliance to requirements set forth by applicable state and/or federal laws and regulations and policies and procedures of The University of Oklahoma. These administrative functions may include other functions as determined by the Director of the Professional Practice Plan.~~

C. Sources of Collected Income Revenue

All sources of collected ~~income~~ revenue, including but not limited to the following are included within the scope of these Bylaws:

1. Patient care fees and all other professional practice revenue wherever earned by the faculty members
2. Professional consultation
3. Honoraria
4. Medical legal consultation
4. 5. Compensation for supervision of professional services

All of the above examples to be treated as professional practice activities which are not compensated by the guaranteed base. Item IX.C.3. will be excluded from calculation for The University of Oklahoma College of Medicine's Enrichment Fund.

D. ~~Income Revenue~~ Exclusions

Not included within the scope of this policy are:

1. Prizes and awards
2. Faculty Members' interest in:
  - a. Royalties
  - b. Copyrights
  - c. Patent Rights
3. Nonprofessional Income
4. Compensation received as a result of military leave duty

5. ~~Income earned during while on a sabbatical and or leave without pay, but only when the exclusion is specifically authorized by the Regents. that has been approved by the Regents.~~

E. Disposition of Gross Collected ~~Income~~ Revenue

Collected ~~income~~ revenues described above in Section C, Article X, will be deposited each working day ~~daily~~ in the appropriate Professional Practice Plan ~~departmental~~ account(s). ~~Income~~ Revenue will be deposited through The University of Oklahoma Health Sciences Center Office of the Bursar or subsidiary entity and will be disbursed ~~by departments~~ for items of expense in the order listed as follows:

1. The direct cost of billing and collections incurred including contractual obligations and by departments. ~~These costs include the salaries/wages/benefits of individuals involved in the billing and collection process. In addition, direct costs, such as rents, supplies, equipment leases or purchases, nursing and other personnel, etc. attributable to both the billing/ collection process and the cost of professional practice of members of each department shall be covered from income revenues deposited to departmental appropriate plan account(s) by an allocation method approved by the Executive Dean in consultation with the appropriate Plan committees.~~

2. The PPP Advisory Council Board approved shall recommend the annual budget ~~from for shared and joint activities, including the salaries, benefits and direct costs of the Office of the Director Chief Executive Officer of the Professional Practice Plan. These costs shall be prorated against individual department appropriate PPP accounts in a manner subject annually to approval review by the Advisory Council Board and approved by the Executive Dean.~~ Notwithstanding the manner of allocation, these costs will be covered by ~~departmental professional fees revenues as deposited above, X.E.~~

3. ~~A gross receipts tax of 3.7% shall be transferred to the Dean's Enrichment Fund on all collected income as defined under Section C of these Bylaws. The only exclusions will be interest earned on "A" accounts, patient refunds, checks and/or commercial drafts not honored for insufficient funds.~~

3. A University of Oklahoma College of Medicine Enrichment Fund allocation shall be made available to the Executive Dean for use in nurturing or maintaining the programs of the College.

4. ~~A surtax shall be transferred to the Dean's Enrichment Fund based on individual faculty total compensation = (Base Pay + PPP Supplemental) as follows:~~

- a. ~~No surtax on total income under \$100,000.~~
- b. ~~7.5% on total income from \$100,000 to \$150,000.~~
- c. ~~15% on total income from \$150,000 to \$200,000.~~
- d. ~~20% on all income over \$200,000.~~

5. 4. Acceptable Categories of PPP Plan Expenditures by Departments include:

a. Attainment of income potential of the individual members. (It must clearly be recognized clearly and understood by each member of the Plan that there is no guarantee that this income potential will be achieved.)

b. Visiting consultants and lecturers at the Health Sciences Center.

- c. Expenses directly related to faculty and staff recruitment.
- d. Salaries for residents, other house staff and related personnel.
- e. Students scholarships, stipends and tuitions.
- f. Personnel training courses and attendance at professional and educational meetings.
- g. Laboratories, salaries, maintenance and equipment.
- h. Office and administrative expenses.
- i. ~~Other~~ Expenses incurred in support of educational programs, departmental teaching, research and professional care of patients.
- j. Salaryies for non-faculty personnel.
- k. All reasonable, necessary and customary expenses, including travel, considered a cost of doing business within Internal Revenue Service guidelines and Health Sciences Center Administrative policies and procedures.

5. The Professional Practice Plan will comply with the purchasing and contracting policies of the Board of Regents. However, in the event that approval of the Board of Regents cannot be reasonably accomplished in the time allowed to enter into a contract for the provision or acquisitions of goods or services involving clinical practice within the Professional Practice Plan, the contract may be approved by the Senior Vice President and Provost of the Health Sciences Center and the President of the University and reported to the Board of Regents at its next meeting.

6. All accounts will be handled in accordance with standard accounting principles and the statutes of the State of Oklahoma as they apply to Special Agency Accounts, and the policies of the Board of Regents of The University of Oklahoma.

#### F. Depository

The Special Agency Special Account of The University of Oklahoma Health Sciences Center is the only authorized depository.

### X. MISCELLANEOUS PROVISIONS

#### A. Departmental Restrictions

Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but without conflict with the general plan. Departmental business practice policies will be approved by the Executive Dean and implemented by the Chair of each Department as provided under these Bylaws.

#### B. Plan Distribution Policy

Academic departments will submit through the Plan (Advisory Board) to the Executive Dean for approval, an annual plan concerning the distribution policy for funds generated by members of that academic department. The plan will be available for distribution to all members of the respective academic unit.



1. C. Policy Amendments

The policy for the operation and governance of the Professional Practice Plan may be amended by the Board of Regents of The University of Oklahoma. Proposed amendments will be submitted to the Advisory Council Board for advice and comment. In addition, amendments to the Policy may be proposed or initiated for the consideration of the Regents by:

a. 1. proposal to the Advisory Council Board by the Executive Management Committee, or by petition of any twenty (20) members (see IX), followed by

b. 2. approval by the Advisory Council Board and presentation to the full membership, and requiring

c. 3. ratification by two-thirds (2/3) of the members present at an annual or special meeting and thence forwarding the proposed amendment through the Executive Dean of The University of Oklahoma College of Medicine, to the Senior Vice President and Provost of the Health Sciences Center, and to the President for approval for submission to the Board of Regents of The University of Oklahoma.

## D. Exceptions

It is recognized that there are, and should be, a wide spectrum of individuals within a viable faculty with variation in contribution, interests, geographic status, longevity, financial status and need. Because of the importance of the contributions of these individuals and their appropriate compensation, certain specific arrangements, that are exceptions to the foregoing, can be made only:

a. 1. with the approval of the respective Department Head Chair,

b. 2. with the approval of the Executive Management Committee,

c. 3. with the approval of the Executive Dean, the Senior Vice President and Provost of the Health Sciences Center, and

d. 4. with contractual approval by the President and the Board of Regents of The University of Oklahoma.

## COLLEGE OF MEDICINE, TULSA

## I. NAME

The name of this group is The University of Oklahoma College of Medicine-Tulsa Professional Practice Plan, also known as University Medical Affiliates (UMA), hereafter referred to as UMA.

## II. PURPOSE

The purpose of UMA is to facilitate the continued clinical viability of the faculty practice, and in so doing continue to provide the primary economic support and community relationships necessary to advance the University's educational, patient care, and research missions. UMA is subject to the policies and procedures of The University of Oklahoma Board of Regents.

### III. SCOPE OF ACTIVITIES

As a means of accomplishing the purposes set out in the preceding paragraph and subject to the limitations, policies and procedures of the Board of Regents of The University of Oklahoma, UMA may engage in activities including, but not limited to:

- A. Enhancing communication, cooperation and collaboration among The University of Oklahoma College of Medicine-Tulsa and affiliated educational and health care institutions and professionals.
- B. Delivering and coordinating among community educators and institutions, education for University of Oklahoma students, residents, fellows, and other trainees.
- C. Conducting and coordinating among community health care providers medical care.
- D. Developing new and refining existing clinical care delivery strategies to accommodate the changing health care environment.
- E. Developing new and refining existing health care services to enhance teaching and clinical research to enable future practitioners to respond to the needs of the changing and increasingly competitive health care and research environment.
- F. Promoting and marketing to the public, industry and other constituents, the health care offerings of The University of Oklahoma College of Medicine-Tulsa.
- G. Facilitating the education and training and influence favorably the placement and retention of health care professionals in rural and other Oklahoma health work force shortage areas.
- H. Stimulate within the Tulsa health care community a scholarly atmosphere conducive to health sciences education, state-of-the-art health care and health sciences research.

### IV. MEMBERS

- A. All full-time faculty shall be members of UMA and shall practice exclusively through UMA, in accordance with the directions specified by these bylaws.
- B. Part-time and volunteer faculty may become members of UMA upon the recommendation of their respective department chair and with the approval of the Advisory Board and Dean.

### V. EMPLOYMENT

Faculty are employees of The University of Oklahoma College of Medicine-Tulsa when they engage in professional activities of UMA.

### VI. PROFESSIONAL PRACTICE

- A. Active participation in health delivery systems requires of the participant a significant commitment of clinical activity, professional availability, emotional dedication, time and the assumption of personal liabilities in addition to those assumed in carrying out academic programs. These bylaws include within its operational structure the entire range of the member's medical disciplines and specialties.

- B. There are fundamental differences among these disciplines, departments and specialties in matters relating to: (1) the unit of service for which a professional fee is rendered; (2) the amount of customary fee per unit of service; (3) the status of the patient (home bound, ambulatory or hospitalized); and (4) the goal of the services rendered. However, the individual and collective needs of the faculty as they relate in turn to their multiple functions of teaching, training, research, clinical care and community service are incorporated in the goal of this group practice plan.
- C. The University will not engage in the practice of medicine; however, individual practitioners will abide by the accepted medical practice standards and regulations governing the practice and rights of patients. The individual practitioners of UMA will fulfill contractual obligations and provide services as required and agreed upon with the University.
- D. When members of the faculty deliver specialized personal consultative services or primary medical care to patients, these faculty members by their personal efforts and presence enhance the stature and reputation of the College of Medicine and the Health Sciences Center.
- E. A reasonable degree of active involvement by the clinical faculty in health delivery practices is essential to the maintenance of their professional skills. This contributes to the educational, research, and community service missions of the College of Medicine-Tulsa, including the research component of education, and patient care outcomes.
- F. The right to terminate the Physician-Patient relationship shall be vested only in the Patient and Physician, in accordance with contractual obligations including third party payers.

## VII. REGENTS' POLICY

The process of exercising their discretion as professionals in matters of patient care does not diminish the responsibility of faculty members to account to the University under UMA for all income earned, nor relieve them of the duty of compliance with policies and agreements of the Board of Regents governing site of practice.

Adherence to these Bylaws, as with all the Board of Regents' policies, is a condition of employment for faculty of the College of Medicine-Tulsa. Under these Bylaws, as in all University matters, the members of a Department are responsible to their Chair or Head, as the Chair or Head is responsible to his/her Dean, and the Dean, through the Provost of the Health Sciences Center, to the President.

## VIII. GOVERNANCE OF THE PROFESSIONAL PRACTICE PLAN

### A. Dean

The Dean of the College of Medicine-Tulsa shall be responsible for the management, planning and operations of UMA.

### B. The Advisory Board

#### 1. Membership

The Advisory Board shall consist of:

- a. The Dean of The University of Oklahoma College of Medicine-Tulsa.
  - b. Each Chair of an academic department with eligible full-time faculty members.
  - c. A number of full-time faculty members, equal to one-half the number of Chair seats (rounded up one in the event of an odd number), will hold seats for staggered three-year terms. These seats will be filled by popular vote of the eligible full-time faculty members from a slate of candidates put forward by a Nominating Committee. Additionally, eligible full-time faculty candidates can be nominated "from the floor" during the annual meeting of UMA.
  - d. The Executive Dean of the College of Medicine.
  - e. The Senior Manager of UMA.
  - f. The Chief Fiscal Officer of the College of Medicine-Tulsa
  - g. The Chief Medical Officer, Clinics of the OU College of Medicine-Tulsa.
2. Duties
- a. Responsible to represent the full membership of UMA and shall be advisory to the Dean.
  - b. Responsible to recommend a team to administer and operate the affairs of UMA.
  - c. Responsible for recommending clinical practice policies, disposition of clinical plan income and expenditures, including approval of incentive compensation plans for awarding and distribution of clinical income.
  - d. Responsible per purpose of UMA, to provide for the College of Medicine-Tulsa Enrichment Fund which shall be developed by the Advisory Board for approval by the Dean.
  - e. Responsible for advising the Dean on other UMA matters at the discretion of the Advisory Board or the Dean.

### 3. Meetings

The Advisory Board shall meet on alternate months at a time designated by the Chair of the Advisory Board or more often and upon call by request of the Chair or five (5) members of the Advisory Board. Notice of the meeting and an agenda will be distributed to each member at least one week prior to the meeting. A voting member may designate an individual to represent him/her at individual meetings by notifying, in writing, the Chair of the Advisory Board.

### 4. Officers

The officers of the Advisory Board shall be a Chair, Vice Chair and a Secretary. The Chair shall be the Dean of the College of Medicine-Tulsa The Vice-Chair shall be the Chief Medical Officer, Clinics of the OU College of Medicine-Tulsa. The Secretary will be the Senior Manager of UMA. The officers shall perform such duties as naturally appertain to their respective offices and duties as may be imposed by the Advisory Board.

5. Committees

Committees of the Advisory Board shall include, but are not limited to the following:

- a. Practice Standards
- b. Facilities
- c. Finance
- d. Compensation
- e. Nominating

6. Quorum

A quorum shall consist of one-half of the members of the Advisory Board. Any official action of the Advisory Board requires a majority vote of its members present.

7. Rules of order for Advisory Board and its Committees.

a. Agenda

All items for business requiring formal action by the Advisory Board must be in the form of a resolution. All items of business not requiring formal action by the Advisory Board, unless an objection is registered, are accepted "for information only."

b. Procedural Motions

Robert's Rules of Order will be accepted as final authority for parliamentary procedures.

C. The Management Committee

1. Composition

The Management Committee shall consist of:

- a. Chief Medical Officer, Clinics of the OU College of Medicine-Tulsa
- b. Dean of the College of Medicine-Tulsa
- c. The Senior Manager of UMA.
- d. Each Chair of an academic department with eligible full-time faculty members.
- e. The Chief Fiscal Officer of the College of Medicine-Tulsa

2. Officers

- a. The Chief Medical Officer, Clinics of the OU College of Medicine-Tulsa shall serve as Chair of the Management Committee.

- b. Vice Chair of the Management Committee shall be selected by the Management Committee from its membership.
- c. The Senior Manager of UMA shall serve as Secretary to the Management Committee.

3. Meetings Quorum

The Management Committee shall meet at least monthly or upon call of the Chair or any five (5) voting members of the Advisory Board. A quorum shall consist of no fewer than five (5) members. A member may designate an individual to represent him/her at individual meetings by notifying, in writing, the Chair of the Management Committee.

4. Duties

- a. The Management Committee shall carry out the full powers of the Advisory Board, but will forward the following matters to the Advisory Board for overall approval: plan budgets, change in fund flows, allocations, debts, capital and change in bylaws.
- b. The Management Committee shall be advisory to the Dean for the operation and management of the joint activities and shared programs of UMA. These include, but are not limited to:
  - (1) Management of operations and budgets approved by the Advisory Board.
  - (2) Provision of uniform procedures to account for all earnings generated by the faculty.
  - (3) Reporting and audit of all monies received and dispersed as a result of the professional practice of the faculty.
  - (4) Provide operating, financial, and other reports necessary to the efficient operation of UMA.
  - (5) Annually propose an operating budget and assessment necessary to the operating of UMA to be approved by the Advisory Board.
  - (6) Engage legal counsel, accountants, consultants and others as required. It is understood, however, that only the legal counsel for the Board of Regents may prepare legal documents and represent the University and its constituent parts in the University's external affairs.
  - (7) Recommending Senior Management of UMA to the Advisory Board for approval.
  - (8) Facilitate the operation of UMA as an integrated multi-specialty group practice.
  - (9) Contract and manage clinical service agreements.
  - (10) Identify and correct clinical service deficiencies.

D. Ad Hoc Committees

Ad Hoc Committees may be appointed as necessary by the Dean.

E. Annual Meeting of Members

Annually, at a time to be determined by the Management Committee, there shall be a meeting of the full membership of the Professional Practice Plan at which time a report of the activities of the Board shall be given by the Officers. In addition, elections may be held for at-large members. Special meetings may be called upon request of the Management Committee or Advisory Board.

IX. OPERATIONAL PROCEDURES

A. Senior Management, UMA

There shall be Senior Management of UMA which shall be recommended by the Advisory Board for appointment by the Dean. Senior management shall report to the Dean. The Senior Management shall be charged with the responsibility of managing the central administrative functions of UMA for purposes of insuring efficient operations of UMA, compliance with requirements set forth by applicable state and/or federal regulations, The University of Oklahoma, and those governing bodies established under Article VIII of these Bylaws. These administrative functions may include other functions as determined by the Dean.

B. Sources of Collected Revenue

All sources of collected revenue, including but not limited to the following are included within the scope of these Bylaws:

1. Patient care fees and all other professional practice revenue wherever earned by the full-time faculty members.
2. Patient care fees and all other professional practice revenue generated by part-time and voluntary faculty in clinical services operated by the College of Medicine-Tulsa.
3. Professional consultation
4. Honoraria (exempt from College of Medicine-Tulsa Enrichment Fund)
5. Compensation for supervision of professional services
6. Medical legal consultation

C. Revenue Exclusions

Not included within the scope of this policy are:

1. Prizes and awards
2. Faculty members interest in:
  - a. Royalties

- b. Copyrights
- c. Patent rights
- 3. Nonprofessional income
- 4. Compensation received as a result of military duty
- 5. Income earned during Regent approved sabbatical leave and leave without pay as specified by the Regents.

D. Disposition of Gross Collected Revenue

Collected revenue described above in Section B, Article IX will be deposited each working day in the appropriate UMA account(s). Revenue will be deposited through The University of Oklahoma Health Sciences Center Office of the Bursar or subsidiary entity and will be disbursed for items of expense in the order listed as follows:

- 1. The direct cost of billing and collections incurred including contractual obligations and the salaries/wages/benefits of individuals involved in the billing and collection process. In addition, direct costs, such as rents, supplies, equipment leases or purchases, nursing and other personnel, etc. attributable to both the billing/collection process and the cost of professional practice of members shall be covered from revenue deposited to appropriate UMA account(s) by an allocation method approved by the Dean in consultation with the appropriate UMA committees.
- 2. The UMA approved annual budget for shared and joint activities, including the salaries, benefits and direct costs of UMA Management shall be prorated against appropriate UMA accounts in a manner subject annually to review by the Advisory Board and approved by the Dean. Notwithstanding the manner of allocation, these costs will be covered by professional fee revenue.
- 3. A College of Medicine-Tulsa Enrichment Fund allocation shall be made available to the Dean for use in nurturing or maintaining the programs of the College.
- 4. Additional examples of acceptable UMA expenditures include:
  - a. Compensation of the individual UMA members.
  - b. Compensation of visiting consultants and lecturers at the Health Sciences Center-Tulsa.
  - c. Expenses directly related to faculty and staff recruitment.
  - d. Compensation for residents, other house staff and related personnel.
  - e. Student scholarships, stipends and tuition.
  - f. Personnel training courses and attendance at professional and educational meetings.
  - g. Laboratory expenses including salaries, maintenance, equipment, and supplies.



- h. Office and administrative expenses.
  - i. Other expenses incurred in support of departmental teaching, research and professional care of patients.
  - j. Salary for non-faculty personnel.
  - k. All reasonable, necessary and customary expenses, including travel, considered a cost of doing business within Internal Revenue Service guidelines and Health Sciences Center Administrative policies and procedures.
5. UMA will comply with the purchasing and contracting policies of the Board of Regents. However, in the rare event that approval of the Board of Regents cannot be reasonably accomplished in the time allowed to enter into a contract for the provision or acquisition of goods or services involving clinical practice within the UMA Plan, the contract may be approved by the Senior Vice President and Provost of the Health Sciences Center and the President of the University and reported to the Board of Regents at its next meeting.

E. Depository

The special Agency Account of The University of Oklahoma Health Sciences Center is the only authorized depository.

F. Communication and Confidentiality

- 1. Fiscal, personnel and other matters discussed by the Advisory Board and the Management Committee will, as circumstances warrant, be treated confidentially.
- 2. The Dean is expected to seek and employ the advice of the Advisory Board and Management Committee on matters of substance pertaining to health care by UMA members.
- 3. The Dean is expected to inform, in a timely way, the Advisory Board and Management concerning decisions and actions related to matters on which they have advised the Dean.

X. Miscellaneous Provisions

A. Departmental Restrictions

Nothing contained herein shall be construed to prevent the contributing members within any department from suggesting such additional department restrictions as they may wish, but without conflict with these Bylaws. Departmental business practice policies will be implemented by the Chair of each Department as provided under these Bylaws and approved by the Dean

B. Plan Distribution Policy

Each academic department will submit through UMA (Advisory Board) to the Dean for approval an annual plan concerning the distribution policy for funds generated by members of that academic department. The plan will be available for distribution to all UMA members of the academic department.

### C. Bylaws Amendments

These Bylaws may be amended by the Board of Regents of The University of Oklahoma. Proposed amendments will be submitted to the Advisory Board for advice and comment. In addition, amendments to the Bylaws may be proposed or initiated for the consideration of the Regents by:

1. proposal to the Advisory Board by the Management Committee, or by petition of any twenty (20) members, followed by
2. approval by the Advisory Board and presentation to the full membership, and requiring
3. ratification by two-thirds (2/3) of the members present at an annual or special meeting and thence forwarding the proposed amendment through the Dean of the College of Medicine-Tulsa, Provost of the Health Sciences Center to the President for approval for submission to the Board of Regents of The University of Oklahoma.

### D. Exceptions

It is recognized that there are, and should be, a wide spectrum of individuals within a viable faculty with variation in contribution, interests, geographic status, longevity, financial status and need. Because of the importance of the contribution of these individuals and their appropriate compensation, certain specific arrangements, that are exceptions to the foregoing, can be made only:

1. with the approval of the respective Department Head,
2. with the approval of the Management Committee,
3. with the approval of the Dean and the Provost of the Health Sciences Center, and
4. with contractual approval by the President and the Board of Regents of The University of Oklahoma.

Interim President Morris recommended approval of the revisions to the ByLaws of the College of Medicine Professional Practice Plans, Oklahoma City and Tulsa, as indicated.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## QUARTERLY FINANCIAL ANALYSIS

Being reported this month is the Quarterly Financial Analysis for the year ended June 30, 1994. Schedules were included in the agenda. The following comments and highlights are submitted for consideration.

### ALL FUNDS, ALL CAMPUSES

### STATEMENT OF REVENUES AND EXPENDITURES:

At June 30, 1994, revenues from all funds at all the campuses of \$479.9 million were at 99.6% of budget. Expenditures of \$474.8 million amounted to 97.9% of budget. The financial analysis applicable to the Norman and Health Sciences Center campuses is discussed in the following sections.

## NORMAN CAMPUS

### STATEMENT OF REVENUES AND EXPENDITURES:

#### 1. BUDGET CHANGES

During the quarter ended June 30, 1994, the total Revenue budget decreased \$83,010 and the total Expenditure budget decreased \$167,120. These decreases resulted from the following:

	<u>Revenue Budget</u>	<u>Expenditure Budget</u>
<u>Educational &amp; General:</u>		
a) Increase in University Libraries Budget due to Revenue Increase in Library Copy Service Requests	\$ 75,000	\$ 75,000
b) Year-end OU Foundation Reimbursement Reductions to Adjust Budget to Actual	(370,074)	(370,074)
<u>Auxiliary Enterprises:</u>		
Miscellaneous adjustments	109,499	127,954
<u>Endowment Income:</u>		
Recognize realized capital gains	102,565	0
	<u>\$ (83,010)</u>	<u>(\$167,120)</u>

#### 2. REVENUES

Revenues of \$277.4 million are at 100% of budget. This is comparable to last year's \$276.9 million and 101.2% of budget. There is only one revenue line item with a variance from the Expected Percentage of Current Budget by more than five (5) percentage points. GRANTS & CONTRACTS revenues are \$45.8 million and 88.3% of the current revised annual budget due primarily to reductions in federal grants and contracts.

#### 3. EXPENDITURES

Total expenditures of \$274 million are at 97% of budget. This is comparable to last year's \$268.5 million and 97.5% of budget. There are five expenditure line items with a variance from the Expected Percentage of Current Budget by more than five (5) percentage points. RESEARCH expenditures of \$42.8 million and 90.7% of budget, which are comparable to last year's \$42.8 million and 98.3% of budget, lag FY94 expectations due to lower than anticipated Grants & Contracts expenditures. PUBLIC SERVICE expenditures are \$22.1 million and 87.1% of the current revised annual budget. This decrease is due primarily to Grants & Contracts for PUBLIC SERVICE being under budget (81% of the current revised annual budget) which

resulted from continued reductions in the FAA-ATC program. SCHOLARSHIPS & FELLOWSHIPS expenditures are \$7.6 million and 86.5% of budget, as compared to last year's \$9 million and 109.6% of budget. This reduction is due primarily to the federal government instituting cutbacks in the Pell Grant program. AUXILIARY ENTERPRISE expenditures are \$53.2 million and 106% of budget, as compared to last year's \$51.3 million and 102.1% of budget. These units are self-supporting and the increase in expenditures is due primarily to increased operations. AGENCY FUND EXPENDITURES are \$3.3 million and 116.5% of budget, as compared to last year's \$2.5 million and 99.4% of budget. This increase is due primarily to increases in student health insurance premiums and construction costs associated with the new child care facility. These construction costs will be capitalized upon the opening of the child care facility in August, 1994.

#### 4. CURRENT REVENUES OVER/(UNDER) EXPENDITURES

At June 30, 1994, revenues exceeded expenditures by \$9,742,814. This excess consisted primarily of the following:

- a) Educational & General revenues exceeded expenditures by \$9.2 million. This excess resulted primarily from higher than anticipated College of Continuing Education revenues, overhead charges, and current year distributions from reserves.
- b) All Other revenues exceeded expenditures by \$523,000. This excess resulted primarily from additions to the Regents' Fund endowment.

#### EDUCATIONAL AND GENERAL:

##### 1. REVENUES

Revenues of \$152 million are at 102.4% of budget. This is comparable to last year's \$149 million and 103.7% of budget. Most revenue sources are in line with expectations, however, three items appear to be significantly lower or higher when compared to budget. FEDERAL, STATE & LOCAL, and PRIVATE GRANTS & CONTRACTS revenue, as a whole, of \$9.5 million is at 102.3% of budget. SALES & SERVICES OF EDUCATIONAL ACTIVITIES revenue of \$9.4 million is at 151% of budget due to the increased demand for College of Continuing Education programs such as overseas graduate courses and credit courses, noncredit public service conferences, workshops, and seminars. OTHER SOURCES of \$5.9 million is at 112.7% of budget due primarily to overhead reimbursements being higher than anticipated.

##### 2. EXPENDITURES

Total expenditures of \$149.1 million are at 96.4% of budget. This is comparable to last year's \$143.5 million and 97.4% of budget. All expenditures sources are in line with expectations, however, one item appears to be significantly higher when compared to budget. PUBLIC SERVICE expenditures of \$5.9 million are at 113.8% of budget due to the above mentioned demand for College of Continuing Education programs being significantly higher than anticipated.

Expenditures by Organizational Area indicate that all areas except the College of Continuing Education (for reasons noted above) are within their budgets.

## GRANTS &amp; CONTRACTS:

## 1. REVENUES

Total revenues of \$45.8 million are at 88.3% of budget. This is comparable to last year's \$47.9 million and 90.7% of budget. It should be noted that revenues from grants and contracts are not earned by the University until they are expended for the purpose of the grant and contract. Therefore, revenues will equal the amount of the expenditures to date.

## 2. EXPENDITURES

Total expenditures of \$45.8 million are at 88.3% of budget. This is comparable to last year's \$47.9 million and 90.7% of budget.

Expenditures by Organizational Area indicate that expenditures in some areas are up slightly while other areas show a slight reduction in expenditures. Such variances are not unusual due to the nature of sponsored program funding. The COLLEGE OF CONTINUING EDUCATION area shows a significant decrease in expenditures from the prior year and the current budget due primarily to continued reductions in the FAA-ATC program. Conversely, the VICE PRESIDENT FOR RESEARCH area shows a significant increase in expenditures from the prior year and the current budget due to increased activity in Geological Information Systems. Two short term grants were received by them and they are spending funds more rapidly than anticipated. Overall, expenditures by organizational area continue to lag behind the prior year and the current revised annual budget.

## AUXILIARY ENTERPRISE FINANCIAL STATEMENT SUMMARY:

The schedule provides a summary of the financial operations of each auxiliary for the fiscal year ended June 30, 1994, including a comparison to the expected budget for each auxiliary. For auxiliaries as a whole, the net increase to fund balance (i.e., "the bottom line") of \$31,000 compared unfavorably to the anticipated net increase of \$784,000. Of the fifteen (15) auxiliary enterprises, seven (7) were reporting net changes to fund balance that compared unfavorably to their anticipated bottom line for the year ended June 30, 1994:

Athletic Department (ACTUAL LOSS = \$795,636; BUDGETED LOSS = \$0)-- This entity has experienced higher than anticipated expenses in the areas of salaries and wages, supplies and materials, travel, contractual and related, and scholarship and fellowship expense. These expenses are partially offset by slightly higher than anticipated revenues.

University Press (ACTUAL GAIN = \$36,281; BUDGETED GAIN = \$93,113)-- This entity has experienced higher than anticipated depreciation expense due to a change in the useful lives of equipment. This expense is partially offset by slightly higher than anticipated revenues. It should be noted that the Press did not require working capital loans for the last two months of FY94. The Press started the fiscal year with a \$205,000 working capital loan. The management of the Press should be complimented for their efforts in eliminating the need for this loan.

Lloyd Noble Center (ACTUAL LOSS = \$141,714; BUDGETED LOSS = \$0)-- This entity has experienced lower than anticipated revenue due to the payment from Ogden for concession equipment being less than budgeted and third party building rental and box office fees being less than budgeted.

University Golf Course (ACTUAL LOSS = \$14,787; BUDGETED LOSS = \$1,075)-- This entity has experienced slightly lower than anticipated operating revenue, partially offset by lower than anticipated operating expenses, and higher than anticipated non-operating expenditures as a result of the refund of the interest on a prior year contribution.

Real Estate Operations (ACTUAL LOSS = \$166,753; BUDGETED LOSS = \$22,230)- - This entity has experienced higher than anticipated non-operating expense as a result of a transfer to Parking & Transportation for the purchase of land for a new parking lot. Excluding this \$185,000 transfer, this entity would have realized a net GAIN of \$18,247.

University Vending Services (ACTUAL LOSS = \$67,123; BUDGETED GAIN = \$123,572)-- This entity has experienced higher than anticipated non-operating expenses primarily as a result of a \$12,375 transfer to Auxiliary Services to fund outsourcing fees and a \$200,000 transfer to fund renovations at Whitehand Hall. Excluding these unbudgeted transfers, this entity would have realized a net GAIN of \$145,252.

Sooner House/University Catering (ACTUAL LOSS = \$2,636; BUDGETED GAIN = \$83,605)-- This entity has experienced higher than anticipated salaries and wages due to higher than anticipated catering costs. These expenses are partially offset by slightly higher than anticipated revenues.

Over the years, each of these auxiliary enterprises have accumulated sufficient reserves to fund their respective budget shortfalls.

#### 1. SHORT-TERM LOANS OUTSTANDING

As of June 30, 1994, short-term loans outstanding of \$575,432 consisted of an advance to Parking & Transportation/CART for the purchase of a parking lot.

#### 2. LONG-TERM LOANS OUTSTANDING

During the year ended June 30, 1994, one new long-term loan was made and an \$81,100 payment was made against the Goddard Health Center loan, consistent with the agreed upon loan amortization schedule. The new loan, \$490,856 to the Child Care Facility, represented the transfers of loan proceeds to cover construction costs of said facility. As of June 30, 1994, long-term loans outstanding of \$974,192 consisted of a \$144,436 loan to the University Research Park for runway/taxiway improvements, a \$338,900 loan to Goddard Health Center, and a \$490,856 loan to the Child Care Facility.

#### 3. TRANSFERS

During the year ended June 30, 1994, transfers consisted of a \$60,000 transfer from Vending Services to fund expenses associated with the University Center at Tulsa, \$12,375 transfers from both Vending Services and UBE Contract to Auxiliary Services to fund outsourcing fees paid on behalf of the Motor Pool, a \$200,000 transfer from Vending Services to fund renovations at Whitehand Hall, a \$185,000 transfer from Real Estate Operations to Parking & Transportation/CART to fund the purchase of land for a new parking lot.

#### SERVICE UNIT FINANCIAL STATEMENT SUMMARY:

The schedule provides a summary of the financial operations of each service unit for the fiscal year ended June 30, 1994, including a comparison to the expected budget for each

service unit. For service units as a whole, the net increase to fund balance (i.e., "the bottom line") of \$2,497,000 compared favorably to the anticipated net increase of \$1,099,000.

Of the eleven (11) service units, one (1) was reporting a net change to fund balance that compared unfavorably to its anticipated bottom line for the year ended June 30, 1994:

Office Systems (ACTUAL LOSS = \$11,159; BUDGETED GAIN = \$37,614)-- This entity has experienced lower than anticipated equipment rental and maintenance revenue and higher than anticipated cost of sales. This entity has accumulated sufficient reserves to fund its budget shortfall.

#### ALL OTHER:

The schedule summarizes all the revenues and expenditures of the University that are not in the educational and general fund, not sponsored program grants/contracts, and not auxiliaries or service units. These revenues and expenditures are in the agency special fund.

#### 1. REVENUES

Total revenues of \$26.5 million are at 100.9% of budget. This is comparable to last year's \$27.5 million and 107.6% of budget. Some of the significant revenue items are:

Student Act./Student Org. Fees--this is revenue from two areas. Student Activity Fees are accounts that receive part or all of their funding from student activity fees. Revenue for this fiscal year exceeds the revenue of the prior year due to the more timely recording of revenue and scheduled fee increases in the current year. Student and Other Organizations are agency accounts that generate their own revenues from fees or projects. The Student Health Insurance account had a 50% increase in premiums resulting in a \$248,000 increase in revenue.

Student Federal Financial Assistance--this is federal funding that is received for the various student financial aid programs (e.g., Pell grants, Perkins loans, SEOG grants). Revenues for this fiscal year are less than the prior year due primarily to the federal government instituting cutbacks in the Pell Grant Program.

Private Gifts, Expendable--this is revenue from various private sources that comes to the University to support various functions. The two largest sources are the OU Foundation for fund raising reimbursements (\$365,000) and the Lew Wentz Foundation for the administrative costs (\$133,000) of the Lew Wentz Foundation student loans. Other revenue sources during the fiscal year include \$73,000 to University Development and Alumni Affairs, and \$10,000 in expendable gifts to the Regents' Fund.

Private Gifts, Additions to Endowment--this is revenue that represents cash gifts to the Regent's Fund endowment principal.

Sales and Services of Educational Activities--the two major activities in this category are the College of Continuing Education conferences and University Computing Services. The revenues for these two activities are well in line with expectations for the fiscal year.

## 2. EXPENDITURES

Expenditures of \$25.9 million are at 101.1% of budget. This is comparable to last year's \$25.9 million and 103.6% of budget. Generally, expenditures in any of these areas are limited to the revenues that are realized during the current year plus any unspent funds from the previous years. This can result in what appear to be significant variances in expenditures as compared to budget or last year. There are no significant financial concerns in this category.

## SUMMARY OF RESERVES:

### 1. DISCRETIONARY RESERVES

At June 30, 1994, discretionary reserves totalled \$27.5 million. These reserves are not legally obligated for specific purposes and, therefore, are available to fund operating needs, future capital projects, and unforeseen contingencies for any lawful purpose of the University's Norman Campus. Of this \$27.5 million, \$495,000 is committed to fund specific University projects, \$3.7 million is committed to provide working capital cash flow for grants and contracts, and \$15.4 million is committed to fund contingency reserves, renewal and replacement (depreciation) reserves, and capital improvement reserves in the auxiliaries and service units in accordance with Regents' policy. The remaining \$7.9 million is available for any lawful University purpose.

### 2. NONDISCRETIONARY RESERVES

At June 30, 1994, nondiscretionary reserves totalled \$9.2 million. These reserves are legally obligated to fund specific revenue bond debt service payment and reserve requirements as set forth in each of the individual revenue bond resolutions. These reserves are not available for any other purpose.

## HEALTH SCIENCES CENTER

## STATEMENT OF REVENUES AND EXPENDITURES - ALL FUNDS:

### 1. BUDGET CHANGES

During the quarter ended June 30, 1994, the total Current Revised Annual Budget for revenues and expenditures was increased by \$2,769,702 and \$593,000 respectively.

The increase in Revenues resulted primarily from adjustments in budget estimates for Other Agency Activities (\$2,352,974 increase) and External Service Units (\$416,728 increase).

Budgeted expenditures were also adjusted to more accurately reflect activity experienced during the fiscal year. Specifically, there were increases in Instruction (\$1,500,000), Public Service (\$1,975,000), Academic Support (\$300,000), Institutional Support (\$718,000), and Other Agency (\$275,000). There were offsetting decreases in Research (\$4,000,000), Scholarships and Fellowships (\$150,000), and Loan Fund (\$25,000).

Although various budget reallocations were made within organizational areas total budgeted expenditures remained the same.



## 2. REVENUES

For the fiscal year ended June 30, 1994, revenues received were approximately \$202.5 million and 99.1% of the Current Revised Annual Budget. This is comparable to the Expected Percentage of Current Budget (100%) and to last year's revenues (\$197.8 million and 99.8% of budget).

## 3. EXPENDITURES

Total expenditures for the year were approximately \$200.8 million and 99.2% of the Current Revised Annual Budget. This is comparable to the Expected Percentage of Current Budget (100%) and last year's expenditures (\$195.9 million and 100.3% of the revised annual budget).

## 4. CURRENT REVENUES OVER/(UNDER) EXPENDITURES

At June 30, 1994, revenues exceeded expenditures by \$1.8 million compared to excess revenues of \$2.0 million reported during the prior year. The current year-to-date decrease in the net margin was due primarily to Professional Practice Plan activity. This decrease was offset in part by proceeds from the sale of land.

## EDUCATIONAL AND GENERAL:

### 1. REVENUES

Total revenues of \$70.2 million or 100.9% of budget were reported. Revenues from Tuition & Fees, net of Fee Waivers, was \$9.0 million or 109.3% of budget. This was due primarily to an increase in total enrollment as well as an increased number of out-of-state students enrolled in the professional programs.

Endowment income received year-to-date was \$738,352 or 85.0% of budget compared to \$595,971 or 87.5% of budget last year. Budgeted revenue from endowment was slightly overstated for the fiscal year due to unrealized expenditures against these funds. Endowment revenue transferred to the current fund is based on available earnings from the endowment funds held for the Health Sciences Center by the University of Oklahoma Foundation, Norman Campus, and the State Regents for Higher Education.

### 2. EXPENDITURES

Total expenditures of \$68.0 million, 97.7% of budget, were reported as compared to the expected 100.0%. All expenditures were in line with budget expectations with the exception of Research (87.7%) and Public Service (87.2%).

Expenditures by College show that most areas are spending at rates within or just above budget estimates.

## GRANTS & CONTRACTS:

### 1. REVENUES

Total revenues of \$46.6 million or 100.4% of budget were reported as compared to the 100% expected level. Overall, revenues have shown an increase of approximately

\$4.9 million. This represents an increase of 11.6% compared to the same period last fiscal year. Federal and Private revenues increased \$2.9 million and \$2.4 million respectively, while revenues from State sources decreased \$.5 million.

## 2. EXPENDITURES

Total expenditures of \$46.4 million were reported, 100% of budget, compared to an expected level of 100%.

There were increases in expenditures over the prior year in the functional areas of Instruction - \$2.1 million (17.2%), Research - \$1.6 million (7.4%), and Public Service - \$1.3 million (20.2%), while a small decrease in expenditures was experienced in the Scholarships & Fellowships functional area.

Grant and Contract expenditures by Organizational Area indicate an increase in most areas. The largest percentage increases occurred in the College of Public Health (92%), College of Dentistry (79%), College of Pharmacy (49%), and the Graduate College (37%). Two colleges experienced decreases in expenditure activity - College of Medicine - Tulsa (27%) and the College of Nursing (6%). The largest dollar increases in expenditure activity occurred in the College of Medicine - Oklahoma City (\$2 million) and the College of Public Health (\$1.9 million).

### AUXILIARY ENTERPRISE FINANCIAL STATEMENT SUMMARY:

The schedule provides a summary of the financial operations of each auxiliary for the twelve months ended June 30, 1994 including a comparison to the expected budget to date for each auxiliary. The auxiliaries, as a whole, reported a net increase to fund balance (i.e. "the bottom line") of \$14,224, which was less than the expected net increase of \$21,286. All auxiliaries were reporting net increases to fund balance as of June 30, 1994.

### SERVICE UNIT FINANCIAL STATEMENT SUMMARY:

The schedule summarizes the financial operations for each of the service units for the twelve months ended June 30, 1994. For the service units as a whole, the net increase to fund balance (i.e. "the bottom line") of \$500,723, was below the budgeted net increase of \$567,664. The following service units reported operating losses for the fiscal year 1994:

College of Pharmacy Copy Services -- reported a net decrease to fund balance of \$11,981 compared to a projected break-even budget. The majority of this loss was due to the retirement of copiers which still had remaining book value. These copiers were exchanged for new copiers through the University sponsored Copy Service contract.

College of Medicine Copy Services -- reported a net decrease to fund balance of \$16,130 resulting in part from expenses relating to the recent acquisition of a computing network. Cash reserves had been set aside to pay for these expenses. The retirement of the unit's copiers in exchange for new copiers through the University sponsored Copy Service contract also contributed to the current year loss.

Tulsa Library Services -- reported a net decrease to fund balance of \$800, which compared unfavorably to the projected net increase of \$5,071. The net decrease resulted from higher than expected expenses during the fiscal year, but does not seem to indicate a major problem. Cash reserves carried forward from the previous year were sufficient to offset this operating loss.

Tulsa Clinic Administration -- reported a net decrease to fund balance of \$21,385, which compared unfavorably to the expected break-even budget. This resulted from higher than expected expenses during the current fiscal year and the write-off of Buildings/Improvements which were not fully depreciated when the unit moved its location. Cash reserves carried forward from the previous year were sufficient to offset this loss. Due to recent organizational changes in clinic operations, this service unit will close July 1, 1994.

Graphics & Media Services -- net decrease to fund balance of \$2,085 was due to a decrease in sales compared to budget estimates. The loss of sales can be attributed to budget cuts in various other State agencies. Improvement was made during the latter portion of the fiscal year. Cash reserves were sufficient to offset this operating loss.

Library Copy Services -- net decrease to fund balance of \$7,709 was due to the retirement of copiers which still had remaining book value. This unit had an operating gain of \$10,509. Cash reserves were sufficient to offset the decrease to fund balance.

Computing Services -- reported a net decrease to fund balance of \$7,396, which compared unfavorably to an expected net increase of \$83,175. The current year loss can be attributed to expenditures incurred for the Telemedicine Project (OMIN), from which no revenues were generated.

Site Support -- net decrease to fund balance of \$24,202 was primarily attributed to a loss of parking revenue in the second half of the fiscal year. This occurred due to the sale of a Health Sciences Center parking lot. Cash reserves were sufficient to offset this operating loss.

Unemployment Compensation -- reported a net decrease of \$72,596, resulting primarily from larger than expected payments of Unemployment Compensation. A rate increase effective April 1994 has been established to help offset the increase in current year claims. Cash reserves were sufficient to offset the current operating loss.

Workers' Compensation -- net decrease to fund balance of \$24,744 compared unfavorably to a projected break-even budget. The current year loss can be attributed to an increase in expected insurance premiums. Effective April 1994, rates were increased to help compensate for the larger than expected insurance premiums. Cash reserves were sufficient to offset the current operating loss.

#### PROFESSIONAL PRACTICE PLAN:

##### 1. REVENUES

Professional Practice Plan revenues were reported at \$66.5 million, 95.2% of budget, compared to \$68.7 million, 98.4% of budget last year. The decrease in revenues had several contributing factors such as: the Medicaid Reimbursement Rate adjustment in FY94; loss of contracted services; reduction of interest income; impact of the conversion to centralized billing; and the decrease in patient volume as well as the greater discounts on charges necessary to be competitive in the patient care market.

##### 2. EXPENDITURES

Total expenditures were reported at \$70.2 million or 100.2% of current revised annual budget. Fiscal year-to-date expenditures exceeded revenues by \$3,635,657; however, cash reserves of the PPP were more than adequate to offset the year-to-date loss.

Overall, expenditures increased only .8% from the previous year. Categories showing significant increases are noted below:

Supplies reported at \$5.0 million showed an increase of \$.6 million (14.7%) over the prior year. University departments are having to pay for more of the supplies used in the hospital than in previous years.

Professional and Technical Fees, \$2.5 million, increased \$.8 million (49.2%) from June, 1993. Payments to consultants retained to study operations of the Professional Practice Plan and increased fees for the IDX billing system contributed significantly to this increase.

These increases were offset in part by two significant decreases: Professional Practice Supplements, \$.6 million, and Contractual & Related Current Expenses, \$1.0 million.

#### ALL OTHER:

The schedule summarizes all the revenues and expenditures of the Health Sciences Center that are not included as part of the educational and general fund, sponsored program grant and contracts, professional practice plan, residency program, auxiliary enterprises, or service units. These revenues and expenditures are in the agency special fund and include student activity fees, student organizations, faculty/staff organizations, private gifts, and other miscellaneous activities.

#### 1. REVENUES

Total revenues of \$3.3 million, 104.1% of budget, were reported compared to the expected 100%. Revenues increased \$1.8 million over June, 1993. This increase is due primarily to proceeds from the sale of land to HCA Health Services of Oklahoma, Inc. Revenues comprising this category are widely varied and are subject to fluctuations throughout the year.

#### 2. EXPENDITURES

Expenditures of \$1.4 million or 103.1% of budget were reported. As with revenues, rates of expenditures can vary widely dependent on activities within this fund group. Generally, expenditures in any of the areas are limited to the revenues received during the current year plus any funds brought forward from the previous year.

#### SUMMARY OF RESERVES:

#### 1. DISCRETIONARY RESERVES

Discretionary Reserves represent that portion of the University's resources which are not currently budgeted for expenditure or otherwise held for specific future uses. Resources of this nature are available to fund future capital projects, operating needs, and/or unforeseen contingencies for any lawful purpose of the University. Total Discretionary Reserves at the Health Sciences Center were \$14,194,004 as of June 30, 1994. Of this amount, approximately \$3,300,000 has been obligated internally to fund working capital requirements for sponsored programs. Additionally, \$1,710,518 has been committed by Auxiliary Enterprises and Service Units to fund working capital requirements and replacement of equipment. An amount of \$1,759,132 has been committed for employee insurance reserves. A total of \$7,424,354 remains non-committed.

## 2. NONDISCRETIONARY RESERVES

Nondiscretionary Reserves represent that portion of the University's resources which are legally obligated to fund specific bond requirements, capital projects, or specific operating needs of the University. As of June 30, 1994, Nondiscretionary Reserves at the Health Sciences Center were \$2,362,496.

This report was presented for information and discussion. No action was required.

## DESIGN SPECIFICATIONS FOR GOLF COURSE MASTER PLAN IMPLEMENTATION

Representatives of Robert Cupp Design were invited to attend this meeting and discuss the University Golf Course Master Plan which has been developed. If the Master Plan is satisfactory as presented, the next step in the process will be to develop the design specifications to implement the Master Plan. The design costs are estimated at \$200,000. Request for Proposals (RFP) will be solicited from qualified golf course design firms. The results of the RFP process will be presented to the Regents for selection of the design consultant.

Interim President Morris recommended the Board of Regents approve the issuance of a Request for Proposal for the specific design work to implement the Master Plan recommendations.

Mr. Robert Cupp of Cupp Design presented the Master Plan report. He said the following Mission Statement is recommended:

"To provide a golf facility capable of hosting championship events, boasting superb agronomic conditions, and providing great customer service, while maintaining an affordable golf experience."

He reviewed the Master Plan Outline which had been distributed at the meeting to the Regents. The outline of restoration objectives is as follows:

- I. Quality of the land
- II. General Critique of Existing Golf Course
- III. Golf Course Goals and Recommendations
  - A. Strategic Improvements
  - B. Aesthetic Improvements
  - C. Conditioning Improvements
- IV. Clubhouse Situation
  - A. Present Location
  - B. Former Location
  - C. New Location
- V. Scope of Work
  - A. Golf Course
  - B. Maintenance Area
  - C. Clubhouse
- VI. Schedule
  - Close the facility and complete
- VII. Costs
- VIII. Construction Method

Mr. Cupp said the purposes of the Cost and Design Study were to (1) establish the scope of work, (2) explain in detail what will be required to execute the work, (3) determine the volume of the work and the estimated cost of each facet, and (4) project those costs within the framework of the established schedule, resulting in a cash-flow chart.

He discussed golf operations, food and beverage operations, the clubhouse, marketing program, and third-party management as well as a projected financial analysis.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

### **GIFT FROM PRESBYTERIAN HEALTH FOUNDATION**

Presbyterian Health Foundation has recently awarded gifts and grants totaling more than \$3 million to the Health Sciences Center. This brings to nearly \$24 million the total awards made by the Presbyterian Health Foundation to the Health Sciences Center since 1985.

The \$3 million includes \$1.3 million for recruitment of a nationally recognized faculty scientist to chair the Department of Biochemistry and Molecular Biology and provides research development support for the department; \$1 million to the College of Medicine for the on-going residency program at Presbyterian Hospital; \$517,000 for recruitment of an exemplary faculty scientist to chair the Department of Pediatrics and provides research development support for the department; and \$250,000 for individual and seed grants in support of research efforts of a number of Health Sciences Center faculty.

The awards of \$1.3 million and \$517,000 to the departments of Biochemistry and Molecular Biology and Pediatrics, respectively, represent the culmination of the Health Sciences Center strategic planning focus on *Research for the Year 2000*. This strategic plan represents a partnership with the Presbyterian Health Foundation in which the Health Sciences Center earmarked \$6.3 million of its reallocated funds to be expended over the next five years to ensure the competitive recruitment of chairmen in Biochemistry, Pediatrics, Urology and Psychiatry.

The Health Sciences Center is extremely grateful to the Presbyterian Health Foundation for its many years of unwavering support and its vision to ensure the Health Sciences Center as a premier regional academic health center.

Provost Stein presented the following comments: "It really is a great pleasure for me to be involved in this announcement and presentation that relates to the Presbyterian Health Foundation which, as we have mentioned many times before, is one of the great benefactors of the Health Sciences Center, the City of Oklahoma City, and our State. The Foundation, formed in 1985 as a consequence of the sale of Presbyterian Hospital, has indeed become the major contributor to The University of Oklahoma and very specifically to all types of programs primarily involving the Health Sciences Center. I have to say if one looks at Doctor Ferretti's data which was presented earlier of the growth and development of the research program over the last several years, it is certainly because of the Presbyterian Health Foundation and putting their vision into many, many programs which have blossomed forth and been leveraged into large amounts of federal funds. With this it is a special pleasure for me to introduce both the Chairman of the Board of Trustees, Mr. Stanton L. Young, and the President of the Foundation, Ms. Jean Gumerson. I would especially like to comment very briefly about Mr. Young. If one goes out there on the boulevard which bears his name and the entire Oklahoma Health Center, it

is a phenomenal achievement of his vision, and Mr. McGee before him, to bring together these quite different health-related organizations into this area which, if it is not now, is very close to being the largest single site in the State of Oklahoma in terms of the number of people working in the area and I think of the productivity and many, many other things. It is really a critically important thing, the Oklahoma Health Center, and it is because of this man and this Foundation that we are growing. It is with great pleasure that I would like to introduce Mr. Stanton L. Young and Ms. Jean Gumerson."

Ms. Gumerson responded: "It is an honor for us to be here, especially for me to be here. The Presbyterian Health Foundation will celebrate its 10th anniversary beginning in October of this year, and I am certainly proud to be a part of this organization mostly because the founders when they began had the overwhelming desire and goal to make the OU Health Sciences Center one of the premier health centers in our nation. Our trustees have never wavered from that goal. The Foundation has grown to \$116 million in assets; \$25 million has been made in grants to the Health Sciences Center, and another \$10 million in grants have been given to other Oklahoma health center institutions and to community health-related programs for a total of \$35 million in giving in these 9 years. As our assets continue to grow we will be making a substantial increase in grants to ensure continued success in research and education. Under Dr. Stein's leadership we know this will be a success. Just to waver a bit from that, I hope all of you reviewed a letter and video that were sent to you by the Presbyterian Health Foundation concerning Children's Hospital. This hospital is unique and the only one of its kind in Oklahoma. Now is the time to direct all of our energy to make certain Children's Hospital survives and prospers to be there for Oklahoma's children, rich and poor alike, accepting only the best for our children and our grandchildren and their future. Thank you very much."

Mr. Young also responded: "I think you can see why Jean Gumerson is such an effective President. Jean reported that the Foundation has now contributed over \$25 million given to The University of Oklahoma Health Sciences Center. We have done this since October of 1985 and so next month the Presbyterian Health Foundation will be beginning its 10th anniversary year and we are planning this to be a special year in the life of the Foundation and we hope and trust that it will be an important chapter in the history of the Health Sciences Center. The one question I would have if I were sitting where you are instead of where I am would be to ask the Presbyterian Health Foundation can the OU Health Sciences Center expect to receive the same level of giving during the next 10 years as it has this past 10 years? The answer to that unasked question is yes. Yes, as long as the Health Sciences Center is committed to a long-range strategic plan, the one that was developed by Dr. Stein and approved by this Board of Regents. As long as we stay with that long-range strategic plan, we will continue to support at this level or greater level. I commend you for your selection of Dr. Stein as the Provost because at this time in the Center's history his leadership is essential if the Center is to survive the turbulent years of change which it now faces. While at the same time facing all of these changes that almost overwhelm us, we must still continue to grow in national stature and national recognition. There are many who believe that by the year 2000 at least a fourth of our present 125 academic medical centers will either be closed or merged. The next few years promise to be the most important and the most difficult in the history of our nation's academic medical centers. The reason for this is too many academic medical centers do not have the governance flexibility to operate in a competitive health environment. Most of our nation's universities, university presidents, trustees, and regents are very well versed in higher education issues but few know the intricacies of the changing health care business. I say this sincerely. Fortunately for Oklahoma, the Health Sciences Center has a governing board, you gentlemen, that does understand the importance and the needs of our State's only academic medical center. 1995 and 1996 will be challenging, they will be the most difficult years that you will be facing as far as the Health Sciences Center is concerned. I compare them to 1964 and 1965 when the Regents made a decision that they

wanted to keep a medical school for Oklahomans. 1973 and 1974, which at least one of your Regents remembers, were very difficult days for the Health Sciences Center. So I thank each of you for the time that you have given to the Health Sciences Center, for your understanding, your leadership, and your support. Thank you!"

Chairman Gullatt said: "It is impossible to quantify the University's appreciation for what Presbyterian Health Foundation has done for the Health Sciences Center and which you indicate they will do in the future. We certainly appreciate it."

## **RESOLUTION - PRESBYTERIAN HEALTH FOUNDATION**

Chairman Gullatt read the resolution as follows:

WHEREAS, the generosity of the Presbyterian Health Foundation has strengthened and enriched the State of Oklahoma and its citizens by focusing its resources for the betterment of this and future generations;

WHEREAS, the Presbyterian Health Foundation and its Trustees have made an invaluable investment in The University of Oklahoma Health Sciences Center by using their resources to enhance and expand medical education programs and fund promising medical research;

WHEREAS, the Presbyterian Health Foundation has made awards to The University of Oklahoma Health Sciences Center totaling \$25 million since 1985, an indication that the Foundation's role in the future of medical research and education is fundamental and paramount to The University of Oklahoma and to the people of Oklahoma;

WHEREAS, the Presbyterian Health Foundation's support has helped the OU Health Sciences Center recruit nationally and internationally recognized scientific investigators in the areas of pediatrics and biochemistry and microbiology; enhanced the research areas of molecular medicine and the neurosciences; strengthened educational and patient care aspects of family medicine and ambulatory care; and awarded grants for promising research to a number of individual scientists in all disciplines;

WHEREAS, these grants to individual scientists for research have attracted other federal and private support that has been translated into millions of additional research dollars to the University;

WHEREAS, the Presbyterian Health Foundation and its Trustees have shown a remarkable commitment to The University of Oklahoma Health Sciences Center through generous gifts and helped improve the quality of life for Oklahoma and its people;

NOW THEREFORE BE IT RESOLVED that the Regents of The University of Oklahoma on behalf of the students, faculty, staff and alumni express their appreciation and gratitude to the Presbyterian Health Foundation for its profound generosity and support.

Interim President Morris recommended approval of the Resolution.

Regent Halverstadt said he has had a closer day-by-day working relationship with the HSC than anyone else at this table. He said he would simply emphasize what has already been said, that the Presbyterian Health Foundation has had an absolutely spectacular impact on the



Health Sciences Center over the period of its life under the leadership of Mr. Young and Ms. Gumerson and her predecessor. He said he believes it is incumbent upon this Board of Regents as time goes along to ensure that we pursue that strategic plan to which Mr. Young alluded so that indeed in the decade to come we will continue to merit the absolutely spectacular support that is provided by the Presbyterian Health Foundation.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## **CAMERON UNIVERSITY**

### **REPORT OF THE PRESIDENT OF THE UNIVERSITY**

President Davis presented a report on the recent accomplishments and successes of Cameron faculty and staff.

### **COURSE CHANGES**

The Oklahoma State Regents for Higher Education now require that all course modifications, additions, and deletions be presented to the institution's governing board before they are forwarded for their consideration. Included in the agenda was a list of all such course changes that have been approved by the Provost, based on the recommendation of departments and schools, the Graduate Council when appropriate, and the Curriculum Committee. In summary, this list of course changes includes:

- 11 Course Additions to support curriculum revisions, assessment activities and respond to student needs.
- 30 Course Deletions because of curriculum revisions, duplication, or phasing out of concentration.
- 14 Course Modifications including changes of course title, prefix or course number, credit level or credit hours, prerequisite, content, or course description.

Upon approval by the Board of Regents and Oklahoma State Regents for Higher Education, these course changes will take effect in the Spring 1995.

President Davis recommended the Board of Regents approve course modifications, additions, and deletions as proposed.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## PROGRAM MODIFICATIONS

The Oklahoma State Regents for Higher Education now require that all program modifications be presented to the institution's governing board before they are forwarded for their consideration. Included in the agenda was a list of all such modifications which have been approved by the Provost, based on the recommendation of departments and schools, the Graduate Council when appropriate, and the Curriculum Committee. Modifications to five programs are recommended.

Upon approval by the Board of Regents and Oklahoma State Regents for Higher Education, these program modifications will take effect no later than the fall semester of 1995.

President Davis recommended the Board of Regents approve program modifications as proposed.

Regent Lewis moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

## ACADEMIC PERSONNEL ACTIONS

### Appointments or Reappointments:

Phillip Adrian, Ed.D., Assistant Professor, Department of Health and Physical Education, annual rate of \$30,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11435, Department of Health and Physical Education, pos. F080.

Trudy Knight-Riley, M.H.R., Temporary Instructor, Department of Politics, Sociology and Criminal Justice, annual rate of \$22,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11635, Department of Politics, Sociology and Criminal Justice, pos. F180.

Delores A. Cantarella, M.A., Temporary Instructor, Department of Politics, Sociology and Criminal Justice, annual rate of \$21,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11635, Department of Politics, Sociology and Criminal Justice, pos. F230.

Elaine Damato, BSN, Instructor, Department of Nursing, annual rate of \$24,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11585, Department of Nursing, pos. F241.

Gracie Anderson, BSN, Instructor (Part-Time), Department of Nursing, annual rate of \$16,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11585, Department of Nursing, pos. F148.

Walter Tallent, MSN, Assistant Professor, Department of Nursing, annual rate of \$28,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11585, Department of Nursing, pos. F232.

Terence Brunk, M.A., Temporary Instructor, Department of English, annual rate of \$26,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11475, Department of English, pos. F093.

Patricia Jenkes, Ed.D., Associate Professor, Department of Education, effective August 15, 1994 through June 30, 1995. (Dr. Jenke's salary is paid by The University of Oklahoma through its contract with the Department of Defense.)

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Angela M. Wilkinson, M.A., Temporary Instructor, Department of Mathematical Sciences, annual rate of \$24,000 for 9/10 months, August 15, 1994 through May 14, 1995. Paid from 11515, Department of Mathematical Sciences, pos. F120).

**Resignations and/or Terminations:**

Jon Secrest, Assistant Professor, Department of Music, July 27, 1994.

John A. Thomson, Assistant Professor, Department of Music, August 1, 1994.

Ronald E. Barnhart, Assistant Professor, Department of Mathematical Sciences, July 27, 1994.

Vivian A. Thomlinson, Associate Professor, Department of English, July 25, 1994.

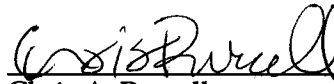
President Davis recommended the Board of Regents approve the academic personnel actions shown above.

Regent Halverstadt moved approval of the recommendation. The following voted yes on the motion: Regents Gullatt, Blankenship, West, Bentley, Halverstadt, and Lewis. The Chair declared the motion unanimously approved.

**LITIGATION**

An item was included in the agenda for a report on pending and possible litigation. No report was given.

There being no further business, the meeting adjourned at 11:45 a.m.



Chris A. Purcell

Executive Secretary of the Board of Regents